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JOHN CHIANG
State Controller

RAMON J. HIRSIG
Executive Director

No. 2009/023

June 11, 2009

TO COUNTY ASSESSORS:

2008-09 SALARY AND BENEFITS SURVEY REPORT

Enclosed is a copy of the *California Assessors' Offices and Assessment Appeals Boards' Salary and Benefits Survey* report for 2008-09.

The report provides a list of all elected and appointed county assessors, civil service classifications, monthly salaries, number of budgeted positions, and applicable benefits. The report also includes a list of salaries for members of county assessment appeals boards and hearing officers for those counties where the boards of supervisors have created such positions. For comparison purposes, information relative to comparable state appointed and civil service positions is provided.

If you have questions about the salaries, classifications, or employee benefits of an assessor's office, please contact that office directly. You may contact Ms. Terry Leung in the County-Assessed Properties Division at 916-324-2812 for questions regarding state salaries, classifications, or benefits. This report will also be available on the Board's website at www.boe.ca.gov/proptaxes/pubcont.htm.

Sincerely,

/s/ David J. Gau

David J. Gau
Deputy Director
Property and Special Taxes Department

DJG:tl
Enclosure

CALIFORNIA ASSESSORS' OFFICES AND ASSESSMENT APPEALS BOARDS' SALARY AND BENEFITS SURVEY

JUNE 2009

CALIFORNIA STATE BOARD OF EQUALIZATION

BETTY T. YEE, SAN FRANCISCO
BILL LEONARD, ONTARIO/SACRAMENTO
MICHELLE STEEL, ROLLING HILLS ESTATES
JUDY CHU, PH.D., LOS ANGELES
JOHN CHIANG

FIRST DISTRICT
SECOND DISTRICT
THIRD DISTRICT
FOURTH DISTRICT
STATE CONTROLLER

RAMON J. HIRSIG, EXECUTIVE DIRECTOR



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INTRODUCTION

This is a report of salaries and benefits of employees for California county assessors' offices, county assessment appeals board members, county hearing officers, and comparable positions from the Property and Special Taxes Department of the State Board of Equalization. The purpose of compiling the salary schedules and benefits tables is to provide a means of making comparisons from county to county and with state positions. The report is often used when preparing budget justifications or when contemplating new positions.

The report provides:

- A list of salary ranges for civil service classifications used in the Property and Special Taxes Department of the State Board of Equalization.
- A list of budgeted positions (including vacancies) and monthly salary ranges for county assessors' offices.
- A list of salaries for appointees as members of county assessment appeals boards for those counties where the boards of supervisors have created assessment appeals boards.
- A list of salaries for appointees as county hearing officers for those counties where the boards of supervisors have created hearing officers for their equalization functions.
- A list of benefits available to state and county employees.

These data were compiled by the Board's County-Assessed Properties Division from a questionnaire sent to all county assessors. Fifty-four counties participated in the survey.

For details regarding any county position, salary, or benefit, you should contact the local county assessor or the applicable county personnel office. You may contact the Board's County-Assessed Properties Division at 916-324-2812 if you have questions regarding state salaries, classifications, and/or benefits.

SALARIES

The first portion of this report contains salaries for some State of California appointed and civil service classifications and salary ranges used by the Property and Special Taxes Department of the State Board of Equalization. All salaries are monthly and are in effect January 1, 2009.

The second segment of this report contains a list of elected, appointed, and civil service classifications for county assessors' offices, the number of budgeted positions (including vacancies), and the monthly salary ranges for each classification. All salaries are monthly and are in effect January 1, 2009 unless otherwise noted.

Following the salaries of positions in county assessors' offices is a list of salaries for appointees as members of county assessment appeals boards, and as appointees as county hearing officers who are part of the local equalization functions. For purposes of this survey, we only requested

salaries of assessment appeals boards' members and not county boards of supervisors sitting as local boards of equalization. Assessment appeals boards are those boards specifically appointed by county boards of supervisors to perform the equalization functions of the county.¹

BENEFITS

The benefits section of this report contains a comparison of various benefits provided for, or available to, state and county employees. This list is not an all-inclusive list. It only reflects information provided by the counties. Benefits are separated into four categories:

- Retirement
- Health
- Leave
- Miscellaneous

For more details on employment benefits offered by a particular county, you should contact that county's personnel office.

¹ California Constitution, article XIII, section 16.

STATE BOARD OF EQUALIZATION SALARIES

For comparison purposes, the State of California appointed and civil service classifications and salary ranges used in the Property and Special Taxes Department of the State Board of Equalization are listed below.

ADMINISTRATORS

Deputy Director—Property and Special Taxes (CEA 4)*	\$ 9,018 – 9,939
Division Chief (CEA 2)*	7,815 – 8,616
Principal Property Appraiser	6,825 – 7,525

SUPERVISORS

Supervising Property Appraiser	5,615 – 6,774
Staff Services Manager I	5,079 – 6,127

APPRAISERS

Senior Petroleum and Mining Appraisal Engineer	8,487 – 10,315
Senior Specialist Property Appraiser	5,309 – 6,451
Associate Property Appraiser	4,619 – 5,616
Assistant Property Appraiser	3,841 – 4,670
Junior Property Appraiser	2,817 – 3,263

AUDITOR APPRAISERS

Senior Specialist Property Auditor Appraiser	5,309 – 6,774
Associate Property Auditor Appraiser	4,619 – 5,897
Assistant Property Auditor Appraiser	3,841 – 4,903

GEOGRAPHIC INFORMATION SYSTEMS ANALYSTS

Research Analyst II—Geographic Information Systems	4,619 – 5,616
Research Analyst I—Geographic Information Systems	3,106 – 4,670
Senior Delineator	3,738 – 4,544
Delineator	3,119 – 3,789
Drafting Services Aide	2,274 – 3,339

PROFESSIONAL SUPPORT

Staff Information Systems Analyst (Specialist)	5,065 – 6,466
Administrative Assistant II	4,400 – 5,348
Associate Governmental Program Analyst	4,400 – 5,348
Staff Services Analyst	2,817 – 4,446
Tax Technician	2,280 – 3,588

STAFF SUPPORT

Executive Assistant	3,288 – 3,996
Executive Secretary	3,020 – 3,996
Secretary	2,686 – 3,265
Office Technician (Typing)	2,686 – 3,264
Office Assistant (Typing)	2,143 – 2,826

* *Career Executive Appointment*

ALAMEDA

Total Reported Positions: 187.40

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$15,501
Chief Deputy County Assessor	1	12,610
Chief, Appraisal Division	1	10,854
Chief, Assessment Services Division	1	10,854
Financial Services Officer	1	8,141
Department Personnel Officer I	1	7,439
Administrative Specialist II	1	6,301
Administrative Assistant	1	5,058
Principal Appraiser	1	9,121
Supervising Appraiser II	9	7,798
Appraiser III	23	6,266
Appraiser II	29	5,488
Principal Auditor–Appraiser	1	9,121
Supervising Auditor–Appraiser II	4	7,798
Auditor–Appraiser III	14	6,266
Auditor–Appraiser II	10	5,488
Mapping Supervisor	1	6,301
Mapping Technician III	4	4,843
Mapping Technician II	1	4,427
Information Systems Manager	1	8,769
Information Systems Analyst	1	7,968
Information Systems Specialist	2	6,301
Information Systems Technician II	1	4,867
Assessor's Representative	2	6,774
Training Officer, Assessor	1	6,807
Assessment Roll Manager	1	6,555
Assessment Supervisor II	3	5,498
Assessment Supervisor I	4	5,228
Assessor Technician I/II	35	4,033
Assessor Technician III	23	4,596
Assessment Services Manager	1	6,555
Secretary II	1	5,446
Payroll Records Clerk	1	3,877
Specialist Clerk I	2	3,840
Clerk II	3	3,689
Clerk Intermittent I	0.4	18.73/hour

ALPINE

No information provided

AMADOR

Total Reported Positions: 12

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$7,664
Assistant Assessor	1	5,979
Administrative Supervisor	1	3,092 – 3,758
Cadastral Mapping Tech I	1	2,800 – 3,403
Auditor–Appraiser I	1	3,236 – 3,934
Appraiser I	1	3,269 – 3,974
Appraiser II	3	3,941 – 4,790
Administrative Assistant I	1	2,024 – 2,460
Administrative Assistant II	1	2,225 – 2,706
Administrative Technician	1	2,692 – 3,271

BUTTE

Total Reported Positions: 43

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,314
Assistant County Assessor	1	6,754 – 9,051
Administrative Assistant, Senior	1	2,617 – 3,507
Assessment Clerk	6	2,202 – 2,951
Assessment Clerk, Senior	5	2,430 – 3,257
Auditor–Appraiser	2	3,111 – 4,169
Auditor–Appraiser, Senior	1	3,434 – 4,602
Cadastral Drafting Technician	1	2,750 – 3,685
Cadastral Drafting Technician, Senior	1	2,961 – 3,968
Information Systems Technician, Senior	1	3,520 – 4,717
Property Appraiser	5	3,035 – 4,067
Property Appraiser, Principal	3	3,698 – 4,956
Property Appraiser, Senior	7	3,350 – 4,490
Supervisor, Appraiser	3	4,082 – 5,470
Supervisor, Assessment Clerk	3	2,683 – 3,595
Supervisor, Assessment Office	1	3,189 – 4,273
Supervisor, Auditor–Appraiser	1	4,082 – 5,470

CALAVERAS

Total Reported Positions: 19

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,005
Assistant Assessor	1	5,671 – 6,892
Chief Appraiser	1	4,963 – 6,034
Chief of Assessment Services	1	4,713 – 5,730
Appraiser III	1	3,768 – 4,578
Appraiser II	1	3,435 – 4,179
Appraiser I	3	3,170 – 3,855
Auditor–Appraiser III	1	3,865 – 4,699
Assessment Cadastral Analyst	1	4,157 – 5,054
Cadastral Specialist I	1	2,628 – 3,193
Assessment Technician IV	2	3,215 – 3,907
Assessment Technician I	4	2,441 – 2,964
Cadastral Specialist III	1	3,761 – 4,573

COLUSA

Total Reported Positions: 11

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$5,106 – 6,207
Chief Appraiser	1	3,355 – 4,079
Assessment Office Manager	1	3,273 – 3,978
Drafting Technician/Appraiser	1	2,813 – 3,419
Auditor–Appraiser	1	2,813 – 3,419
Appraiser II	1	2,747 – 3,339
Assessment Technician	2	2,430 – 2,954
Appraiser Aide	1	2,205 – 2,679
Transfer Analyst	1	2,205 – 2,679
Office Assistant II	1	1,686 – 2,050

CONTRA COSTA

Total Reported Positions: 128

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,218
Assistant County Assessor	2	10,113 – 11,149
Principal Appraiser	3	7,411 – 9,487

CONTRA COSTA (*Continued*)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Supervising Appraiser	8	\$6,014 – 7,698
Associate Appraiser	20	5,297 – 6,439
Assistant Appraiser	14	4,441 – 5,398
Junior Appraiser	8	4,432 – 4,887
Senior Real Property Technical Assistant	6	4,011 – 4,875
Real Property Technical Assistant	2	3,387 – 4,326
Supervising Auditor–Appraiser	2	6,014 – 7,698
Senior Auditor–Appraiser	5	5,500 – 6,686
Auditor–Appraiser II	2	4,657 – 5,661
Auditor–Appraiser I	3	4,625 – 5,099
Network Analyst I	1	5,717 – 6,949
Information Systems Specialist III	1	4,913 – 5,972
Drafting Services Coordinator	1	5,031 – 6,116
Computer Aided Drafting Operator	6	4,218 – 5,127
Assessor's Clerical Staff Manager	1	4,984 – 6,365
Supervising Assessment Clerk	5	3,792 – 4,843
Assessor's Local Exemptions Specialist	1	3,612 – 4,613
Clerk – Specialist Level	8	3,347 – 4,274
Clerk – Senior Level	22	2,963 – 3,784
Clerk – Experienced Level	4	2,682 – 3,327
Assessor's Customer Services Coordinator	1	5,485 – 7,750
Administrative Services Assistant III	1	5,371 – 6,529

DEL NORTE

Total Reported Positions: 10

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$6,093
Chief, Appraisal Division	1	3,747 – 5,536
Chief, Administration Division	1	3,315 – 4,898
Auditor–Appraiser II	1	3,157 – 4,635
Appraiser III	1	3,082 – 4,554
Appraiser I	1	2,536 – 3,747
Map Drafting/Transfer Technician II	1	2,662 – 3,934
Appraiser Technician	1	2,300 – 3,398
Office Technician III	1	2,242 – 3,315
Office Technician I	1	1,846 – 2,727

EL DORADO

Total Reported Positions: 44

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,648
Assistant County Assessor	1	6,958 – 8,457
Assessment Office Manager	1	4,366 – 5,308
Senior Information Tech. Dept. Coordinator	1	5,316 – 6,462
Information Tech. Department Specialist	1	4,710 – 5,725
Branch Supervisor Appraiser	1	4,905 – 5,964
Assessment Standards Supervisor	1	4,671 – 5,680
Supervising Appraiser	1	4,671 – 5,680
Senior Appraiser	7	4,063 – 4,938
Appraiser II	6	3,656 – 4,443
Appraiser Aide	2	2,962 – 3,600
Supervising Auditor–Appraiser	1	4,671 – 5,680
Auditor–Appraiser	2	3,356 – 4,443
Cadastral Drafter	1	3,574 – 4,344
Property Transfer Supervisor	1	3,803 – 4,623
Property Transfer Specialist	4	3,307 – 4,018
Senior Assessment Technician	9	3,075 – 3,739
Assessment Technician II	2	2,860 – 3,479
Executive Secretary	1	2,801 – 3,406

FRESNO

Total Reported Positions: 137

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor/Recorder	1	\$10,838
Assistant County Assessor/Recorder	1	8,355
Chief Appraiser	1	7,425
Chief Auditor–Appraiser	1	7,273
Supervising Auditor–Appraiser	1	6,884
Senior Auditor–Appraiser	2	5,971
Auditor–Appraiser III	6	5,131
Auditor–Appraiser II	2	3,906
Auditor–Appraiser I	2	3,208
Supervising Appraiser	3	6,985
Senior Appraiser	7	6,564
Appraiser III	26	5,177
Appraiser II	5	4,495
Appraiser I	6	3,626
Staff Analyst III	1	5,537
Information Technology Analyst IV	1	6,193

FRESNO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Information Technology Analyst I	1	\$3,744
Systems and Procedures Analyst II	2	5,087
Supervising Cadastral Technician	1	5,434
Cadastral Technician I/II/III	8	3,814
Administrative Secretary	1	3,940
Secretary IV	2	2,970
Chief Office Assistant	3	4,159
Supervising Office Assistant II	6	3,739
Program Technician II	6	3,725
Program Technician I	6	3,310
Office Assistant I/II/III	35	2,575

GLENN**Total Reported Positions: 9**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$6,465 – 7,861
Assistant Assessor	1	5,167 – 6,282
Administrative Assistant	1	3,590 – 4,365
Senior Appraiser	3	3,486 – 4,238
Office Technician II	3	2,702 – 3,285

HUMBOLDT**Total Reported Positions: 33**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,645
Assistant County Assessor	1	5,480 – 6,690
Chief Appraiser	1	5,110 – 6,239
Executive Secretary	1	3,150 – 3,846
Supervising Appraiser	1	4,579 – 5,590
Senior Appraiser	6	3,378 – 4,124
Appraiser II	2	3,073 – 3,751
Appraiser I	3	2,740 – 3,345
Senior Auditor–Appraiser	2	3,551 – 4,335
Auditor–Appraiser II	1	3,230 – 3,943
Auditor–Appraiser I	0	2,865 – 3,498
Appraisal Technician	3	2,359 – 2,880
Property Transfer Supervisor	1	3,395 – 4,145
Cadastral Drafting Technician	1	2,517 – 3,073

HUMBOLDT (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Property Transfer Assistant	2	\$2,395 – 2,923
Supervising Assessment Technician	1	3,770 – 4,602
Assessment Technician II	4	2,189 – 2,672
Assessment Technician I	2	1,932 – 2,359

IMPERIAL**Total Reported Positions: 31**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,141
Assistant County Assessor	1	5,661 – 7,233
Assessment Systems Analyst	1	4,186 – 5,347
Appraiser I	0	2,689 – 3,438
Appraiser II	5	3,040 – 3,884
Appraiser III	6	3,343 – 4,267
Auditor–Appraiser Supervisor	1	4,369 – 5,579
Appraiser Supervisor	2	4,233 – 5,405
Auditor–Appraiser I	1	3,040 – 3,884
Auditor–Appraiser II	1	3,343 – 4,267
Title Examiner	2	1,997 – 2,553
Senior Title Examiner	1	2,279 – 2,910
Office Supervisor II	1	3,156 – 4,031
Cadastral Mapping/GIS Supervisor	1	3,792 – 4,841
Cadastral Mapping/GIS Technician	1	3,106 – 3,970
Assessment Technician I	0	1,706 – 2,183
Assessment Technician II	3	1,911 – 2,447
Assessment Technician III	2	2,155 – 2,755
Appraisal Technician	1	2,475 – 3,162

INYO**No information provided****KERN****Total Reported Positions: 111**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor/Recorder	1	\$11,610
Confidential Assistant County Assessor	1	7,281 – 8,888

KERN (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Business Manager	1	\$5,009 – 6,115
Administrative Coordinator	1	3,807 – 4,648
Confidential Administrative Assistant	1	4,165 – 5,084
Chief Appraiser	3	5,731 – 6,996
Supervising Appraiser	4	5,318 – 6,492
Senior Appraiser	6	4,885 – 5,964
Appraiser I/II/III	30	3,394 – 5,618
Appraisal Assistant	4	2,517 – 3,072
Supervising Auditor–Appraiser	1	5,318 – 6,492
Senior Auditor–Appraiser	3	4,885 – 5,964
Auditor–Appraiser I/II/III	10	3,394 – 5,618
Petroleum Geologist	1	7,245 – 8,844
Engineering/Drafting Technician I/II/III	5	3,411 – 5,618
Local Area Network Systems Administrator	1	5,213 – 6,363
System Analyst I or II/Programmer I or II	1	3,864 – 6,363
Info Systems Specialist I/II/III/Senior	1	3,864 – 6,054
Fiscal Support Supervisor	3	3,446 – 4,206
Fiscal Support Specialist	5	3,072 – 3,751
Fiscal Support Technician	21	2,580 – 3,150
Fiscal Support Assistant	5	2,335 – 2,851
Office Services Technician	1	2,312 – 2,822
Office Services Assistant	1	2,072 – 2,529

KINGS

Total Reported Positions: 27.55

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,064
Auditor–Appraiser I	2	3,604
Appraiser III	2.75	5,004
Appraiser II	2	4,143
Appraiser I	4	3,749
Appraisal Aide III	4.8	3,167
Appraisal Aide I	3	2,146
Cadastral GIS Tech II	1	3,394
Cadastral GIS Tech I	1	3,073
Management Analyst III	1	5,987
Executive Secretary	1	3,498
Senior Appraiser	1	5,528
Chief Appraiser	1	5,987
Supervising Appraisal Aide	1	3,676
Support Services Specialist	1	3,676

LAKE

No information provided

LASSEN

Total Reported Positions: 10

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$7,415 + 10% longevity
Chief Appraiser	1	4,205 – 5,027
Senior Appraiser	2	3,656 – 4,406
Associate Appraiser	1	3,192 – 3,841
Senior Auditor Appraiser	1	3,830 – 4,618
Admin Assistant/Data Control Supervisor	1	3,181 – 3,830
Senior Cadastral Drafter	1	3,048 – 3,666
Cadastral Drafter/Mobile Home Transfer Analyst	0.5	2,428 – 2,912
Appraiser Technician	1	2,658 – 3,192
Administrative Clerk	0.5	1,914 – 2,321

LOS ANGELES

Total Reported Positions: 1,509

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$15,612
Assistant County Assessor	1	11,907– 18,022
Account Clerk I/II	2	2,292 – 3,330
Accounting Technician I/II	3	2,702 – 3,920
Administrative Assistant I/II/III	8	3,164 – 5,630
Administrative Assistant IV, Assessor	1	4,738 – 6,214
Administrative Services Manager I/II	3	5,242 – 7,457
Administrative Services Manager III, Assessor	1	6,018 – 7,893
Application Developer II	5	5,386 – 6,690
Appraiser	251	3,495 – 6,003
Appraiser*	0	20.09/hr
Appraiser Assistant	15	2,675 – 3,495
Appraiser Specialist I	187	5,101 – 6,690
Appraiser Specialist I**	8	29.32/hr
Appraiser Specialist II	3	5,386 – 7,063
Appraiser Trainee	50	3,284
Assessor's Librarian	1	2,927 – 3,826

LOS ANGELES (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assistant Property Assessment Specialist	1	\$4,106 – 5,386
Chief Appraiser	10	8,294 – 11,480
Chief Clerk	5	3,789 – 5,101
Chief Deputy Assessor (Unclassified)	1	11,907 – 18,022
Chief, Management Services, Assessor	1	7,715 – 10,679
Chief, Systems Division, Assessor	1	8,294 – 11,480
Computer System Operator	3	2,684 – 3,742
Data Control Clerk	3	2,257 – 3,036
Delinquent Accounts Investigator	1	2,913 – 3,807
Departmental Information Security Officer	1	6,908 – 9,061
Departmental Personnel Assistant	4	2,788 – 3,643
Departmental Personnel Technician	1	4,345 – 5,700
Director, Assessor's Operations (UC)	4	10,304 – 12,949
Engineering Aid III	1	3,478 – 4,313
Executive Secretary (Unclassified)	1	5,630 – 7,384
Graphic Artist	1	3,437 – 4,499
Graphic Arts Aid	1	2,774 – 3,625
Head Clerk	34	3,218 – 4,324
Head Departmental Personnel Technician	1	5,399 – 7,081
Head Reprographics, Assessor	1	4,577 – 6,003
Head, Support Services, Assessor	5	5,064 – 6,641
Information Systems Analyst I/II	15	4,738 – 6,674
Information Systems Analyst Aid	4	3,967 – 5,203
Information Systems Supervisor I/II	16	6,198 – 9,241
Information Technology Aide	13	2,920 – 3,816
IT Technical Support Analyst I/II	8	4,027 – 5,886
Intermediate Clerk	256	2,257 – 3,036
Intermediate Supervising Clerk	4	2,822 – 3,789
Intermediate Supervising Clerk **	1	16.22/hr
Intermediate Typist Clerk	3	2,315 – 3,110
Inventory Control Assistant I	1	2,561 – 3,437
Management Secretary V	4	4,532 – 5,944
Network System Administrator II	4	5,281 – 6,925
Ownership Clerk I/II	99	2,350 – 3,513
Ownership Services Specialist	51	2,913 – 3,910
Ownership Services Supervisor I/II	23	3,242 – 4,856
Payroll Clerk I	3	2,689 – 3,608
Personnel Officer, Assessor	1	7,715 – 10,679
Principal Application Developer	1	6,908 – 9,061
Principal Appraiser	45	6,062 – 8,394
Principal Property Assessment Specialist	1	6,062 – 8,394
Printer I/II	3	2,630 – 3,910
Printing Production Supervisor I	1	2,927 – 3,826
Procurement Aid	1	2,682 – 3,504

LOS ANGELES (*Continued*)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Procurement Assistant I/III	2	\$2,977 – 4,844
Property Assessment Specialist	5	5,101 – 6,690
Public Information Assistant	1	3,371 – 4,410
Senior Application Developer	11	5,828 – 7,643
Senior Clerk	216	2,548 – 3,420
Senior Clerk **	5	14.64/hr
Senior Departmental Pers. Asst.	4	3,617 – 4,738
Senior Departmental Pers. Tech.	4	4,844 – 6,353
Senior Information Systems Analyst	6	6,198 – 8,129
Senior Information Technology Aide	7	3,428 – 4,487
Senior IT Technical Support Analyst	1	5,002 – 6,560
Senior Management Secretary V	4	5,051 – 6,625
Senior Network Systems Administrator	5	5,886 – 7,719
Senior Prop. Assessment Specialist	2	5,533 – 7,257
Senior Secretary V	11	4,066 – 5,333
Senior Survey–Mapping Technician	18	4,577 – 5,685
Senior Typist Clerk	8	2,611 – 3,504
Special Assistant, Assessor	2	6,018 – 7,893
Special Assistant, Assessor (UC)*	0	7,330 – 9,613
Special Assistant, Assessor (UC)	6	7,739 – 10,149
Staff Assistant I/II	2	3,073 – 4,856
Staff Assistant, Assessor	3	2,984 – 3,901
Supervising Accounting Technician, Assessor	1	3,669 – 4,808
Supervising Admin. Asst. II	1	5,386 – 7,063
Supervising Appraiser	80	5,728 – 7,513
Supervising Appraiser**	4	32.92/hr
Supervising Cadastral Engineer II/III	3	6,400 – 8,775
Supervising Clerk	1	2,548 – 3,420
Supervising Payroll Clerk II	1	3,322 – 4,465
Supervising Survey - Mapping Tech.	4	5,101 – 6,337
Supply Officer I	1	4,076 – 5,346
Survey–Mapping Technician	14	4,335 – 5,386
Transcriber Typist	2	2,656 – 3,379
Warehouse Worker I/II/III	3	2,630 – 4,036
Warehouse Worker Aid	3	2,493 – 3,257
Word Processor I/II*	0	2,542 – 3,697

* *Position currently encumbered - no ordinance*

** *Hourly rate based on first step salary. The hourly rate for retirees may differ.*

MADERA

Total Reported Positions: 38

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,556
Chief Appraiser	1	7,892
Supervising Appraiser	3	5,659 – 5,939
Appraiser I, II, or III	12	4,147 – 5,063
Assessment Office Manager	1	4,295
Assessment Clerk I or II	2	2,233
Assessment Technician	10	2,467 – 3,314
Office Assistant I or II	2	2,011
Supervising Auditor–Appraiser	1	5,851
Auditor–Appraiser	2	4,988
Supervising Cadastral Drafting	1	5,088
Cadastral Drafting Technician	2	3,926

MARIN

Total Reported Positions: 59

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$14,029
Assistant County Assessor	1	10,592
Assistant County Assessor – Valuation	1	10,592
Chief of Administrative Services	1	8,874
Chief of Assessment Standards	1	8,262
Chief of Assessment Systems	1	8,262
Supervising Technology System Specialist	1	8,222
Department Tech & Support Specialist	1	6,693
Admin Services Associate – Assessor	1	5,741
Appraiser I	1	3,878 – 4,611
Appraiser II	15	4,823 – 5,820
Appraiser III	4	5,282 – 6,324
Principal Appraiser	3	6,584 – 7,930
Auditor–Appraiser I	0	4,374 – 5,222
Auditor–Appraiser II	4	4,863 – 5,820
Senior Auditor–Appraiser	1	5,282 – 6,331
Principal Auditor–Appraiser	1	6,584 – 7,930
Assessment Recording Tech I	0	3,209 – 3,849
Assessment Recording Tech II	11	3,474 – 4,121
Senior Assessment Recording Tech	3	3,986 – 4,725
Assessment Recording Supervisor	3	4,592 – 5,489
Supervising Cadastral Mapping Technician	1	6,045

MARIN (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Cadastral Mapping Technician	2	\$4,834
Senior Secretary	1	5,248

MARIPOSA

Total Reported Positions: 13

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$6,660
Assistant County Assessor	1	5,163
Appraiser I	1	3,470
Appraiser II	2	3,835
Assessment Office Manager	1	3,505
Assessment Recording Clerk I	3	2,392
Assessment Recording Clerk II	1	2,604
Assessment Recording Clerk III	1	2,737
Cadastral Drafting Tech I	1	3,334
Auditor-Appraiser (Contract)	1	999 hrs @\$20.73/hr

MENDOCINO

Total Reported Positions: 24

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,261
Assistant County Assessor	1	5,682 – 6,907
Chief Property Appraiser	1	4,321 – 5,252
Real Property Appraiser I/II/III	9	4,321 – 5,252
Senior Auditor-Appraiser	1	4,429 – 6,573
Auditor-Appraiser	3	4,321 – 5,252
Mapping Coordinator	1	3,144 – 3,822
Administrative Assistant	1	3,303 – 4,014
Assessment Information Supervisor	1	3,387 – 4,118
Property Tax Technician	1	3,073 – 3,737
Staff Assistant III	1	2,714 – 3,299
Staff Assistant II	2	2,465 – 2,995
Staff Assistant I	1	2,236 – 2,720

MERCED

Total Reported Positions: 39

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor/Recorder	1	\$12,561
Assistant County Assessor/Recorder	1	7,849 – 9,542
Chief Auditor–Appraiser	1	6,176 – 7,512
Chief Appraiser	1	6,176 – 7,512
Chief of Mapping and Title Services	1	4,382 – 5,332
Assessment Services Supervisor	1	3,877 – 4,716
Supervising Auditor–Appraiser	1	5,599 – 6,814
Supervising Appraiser	2	5,302 – 6,328
Auditor–Appraiser I/II/III (flexible staffing)	5	3,711 – 5,767
Appraiser I/II/III (flexible staffing)	10	3,285 – 5,103
Appraiser Assistant	1	2,862 – 3,482
Title Technician	1	3,533 – 4,297
Assistant Title Technician	2	3,051 – 3,711
Drafting Technician I/II (flexible staffing)	2	2,659 – 3,747
Assessment Clerk I/II (flexible staffing)	7	2,220 – 2,978
Assessment Clerk III	2	2,834 – 3,448
Extra Help Appraiser III	1	24.19/hr

MODOC

Total Reported Positions: 8

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$4,835
Senior Appraiser	1	2,906 – 3,709
Appraiser II	1	2,567 – 3,277
Appraiser I	0	2,334 – 2,980
Auditor–Appraiser II	1	2,766 – 3,529
Department Systems Technician/Drafter	1	2,632 – 3,359
Administrative Assistant	1	2,632 – 3,359
Assessment Office Specialist II	1	2,021 – 2,579
Assessment Office Specialist I	1	1,838 – 2,346

MONO

Total Reported Positions: 13

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,564
Administrative Operations Manager	1	7,827

MONO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Real Property Operations Manager	1	\$8,129
Appraiser I	1	4,230
Appraiser III	2	6,266
Appraiser III	2	5,968
Appraiser IV (Vacant)	1	6,917
Auditor–Appraiser	1	5,273
Appraiser Aide	1	4,774
Office Manager/Administrative Services Specialist	1	5,401
FTS III	1	4,019

MONTEREY

Total Reported Positions: 61

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor/County Clerk/Recorder	1	\$11,148 – 15,227
Assistant County Assessor – Valuation	1	7,557 – 10,234
Account Clerk	2	2,437 – 3,329
Accounting Technician	1	3,082 – 4,209
Administrative Services Officer	1	5,019 – 6,854
Appraiser II	14	3,839 – 5,243
Appraiser III	6	4,284 – 5,851
Assessment Clerk	2	2,487 – 3,396
Auditor–Appraiser II	5	3,956 – 5,403
Auditor–Appraiser III	1	4,797 – 6,552
Auditor–Appraiser Manager	1	5,687 – 7,763
Business Technology Analyst II	1	5,003 – 6,833
Departmental Info. Systems Manager I	1	6,025 – 8,224
Map Drafting Technician	1	2,992 – 4,085
Office Assistant II	8	2,319 – 3,167
Personnel Technician - Confidential	1	3,560 – 4,862
Principal Office Assistant	1	2,789 – 3,809
Property Transfer Clerk	5	2,640 – 3,606
Secretary	1	2,707 – 3,697
Senior Account Clerk	1	2,733 – 3,734
Senior Assessment Clerk	1	2,693 – 3,678
Senior Map Drafting Technician	1	3,551 – 4,847
Senior Personnel Analyst	1	5,408 – 7,387
Senior Property Transfer Clerk	1	2,918 – 3,985
Supervising Appraiser	1	4,781 – 6,530
Supervising Office Assistant I	1	3,152 – 4,305

NAPA

Total Reported Positions: 24

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor/Recorder/County Clerk	1	\$13,371
Chief Deputy	1	8,489 – 10,222
Chief Appraiser	1	7,398 – 8,894
Supervising Auditor–Appraiser	1	5,959 – 7,142
Supervising Appraiser	1	5,642 – 6,761
Mapping and Title Supervisor	1	5,028 – 6,017
Assessment Records Supervisor	1	3,960 – 4,719
Auditor–Appraiser II	2	4,908 – 5,881
Appraiser III	2	5,117 – 6,128
Appraiser II	5	4,699 – 5,619
Appraiser Aide	1	3,487 – 4,145
Mapping and Title Technician	1	3,940 – 4,699
Title Technician	2	3,456 – 4,110
Assessment Records Assistant II	4	3,223 – 3,814

NEVADA

Total Reported Positions: 30.5

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,957
Administrative Analyst I/II	1	3,918 – 5,285
Administrative Services Associate	1	3,918 – 4,783
Supervising Appraiser	1	5,028 – 6,138
Assessment Standards Manager	1	5,028 – 6,138
Senior Appraiser	2	4,550 – 5,555
Auditor–Appraiser I/II	1	3,374 – 4,550
Appraiser I/II/III	6.75	3,373 – 5,027
Senior Assessment Assistant	2	2,722 – 3,323
Senior Mapping Technician	1	3,493 – 4,265
Appraisal Technician I/II	4	2,862 – 3,860
Mapping Technician	1	3,162 – 3,860
Senior Accounting Assistant	1	2,847 – 3,476
Assessment Assistant I/II	6.75	2,230 – 3,008

ORANGE

Total Reported Positions: 337

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$14,425
Senior Staff Analyst (Administrative Mgr II)	4	6,148 – 10,197
Project Manager (Administrative Mgr III)	6	7,686 – 12,956
Appraiser I	15	4,091 – 5,512
Appraiser II	54	4,566 – 6,146
Appraiser III	22	5,067 – 6,824
Assessment Tech II	76	2,895 – 3,883
Assessment Tech III	13	3,323 – 4,436
Auditor–Appraiser I	13	4,091 – 5,512
Auditor–Appraiser II	22	4,566 – 6,146
Auditor–Appraiser III	15	5,067 – 6,824
Buyer I	1	3,274 – 4,373
Cadastral Technician II	7	3,635 – 4,869
Chief Cadastral Technician	1	5,295 – 7,114
Data Base & Security	1	6,725 – 9,076
Data Entry Specialist	5	2,829 – 3,650
Data Entry Supervisor III	1	3,371 – 4,503
Executive Secretary II	1	3,862 – 5,160
Information Systems Supervisor	1	6,888 – 9,296
Information Systems Technician	1	4,143 – 5,581
Managing Appraiser	2	6,308 – 8,492
Managing Assessment Technician	4	4,500 – 6,058
Managing Auditor–Appraiser	2	6,308 – 8,492
Office Assistant	10	2,636 – 3,103
Office Specialist	2	2,756 – 3,650
Office Technician	2	2,636 – 3,103
Principal Appraiser	0	5,665 – 7,613
Secretary II	6	2,921 – 3,897
Senior Appraiser	12	5,665 – 7,613
Senior Assessment Technician	9	3,735 – 4,994
Senior Auditor–Appraiser	7	5,665 – 7,613
Senior Cadastral Technician	5	4,032 – 5,432
Senior Systems/Programmer	2	6,217 – 8,370
Staff Assistant	2	3,520 – 4,358
Store Clerk	1	2,553 – 3,373
Supervising Cadastral Technician	2	4,500 – 6,058
Systems Programmer/Analyst II	8	5,295 – 7,114
Technical Systems Specialist	1	5,736 – 7,708

ORANGE (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
<i>AB 589 GRANT (Revenue & Taxation Code section 95.35) – Limited Term Positions</i>		
Project Manager (Administrative Mgr III)	1	\$7,686 – 12,596
Senior Staff Analyst (Administrative Mgr I)	1	4,420 – 8,199
Appraiser I	1	4,091 – 5,512
Appraiser II	4	4,566 – 6,146
Assessment Technician II	2	2,895 – 3,883
Auditor–Appraiser III	3	5,067 – 6,824
Senior Auditor–Appraiser	1	5,665 – 7,613
Systems Programmer/Analyst II	2	5,295 – 7,114
Senior Systems/Programmer Analyst	1	6,217 – 8,370

PLACER

* 4 Furlough Days

Total Reported Positions: 85

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,066 – 13,452
Assistant County Assessor	1	9,559 – 11,619
Assessment Manager	2	8,072 – 9,812
Chief Appraiser	1	8,072 – 9,812
Managing Appraiser	4	7,306 – 8,880
Managing Auditor–Appraiser	1	7,306 – 8,880
Information Technology Supervisor	1	7,306 – 8,880
Supervising Appraiser	1	6,592 – 8,012
Senior Appraiser	8	6,134 – 7,456
Senior Auditor–Appraiser	2	6,134 – 7,456
Administrative Services Officer, Senior	1	5,989 – 7,278
Technology Solutions Analyst, Senior	2	5,979 – 7,268
Assessment Supervisor	3	5,046 – 6,134
Assistant/Associate Appraiser	12	4,806 – 6,441
Assistant/Associate Auditor–Appraiser	3	4,806 – 6,441
Cadastral Technician, Senior	1	4,359 – 5,299
GIS Technician II	1	4,359 – 5,299
Information Technology Technician I/II	1	4,047 – 5,423
Appraisal Technician	15	3,766 – 4,577
Cadastral Technician I/II	3	3,586 – 4,806
Executive Secretary	1	3,670 – 4,461
Administrative Technician	1	3,670 – 4,461
Accounting Technician	1	3,586 – 4,359
Administrative Supervisor	2	3,253 – 3,954
Account Clerk, Journey	1	3,020 – 3,670
Administrative Clerk, Senior	6	2,950 – 3,586
Administrative Clerk, Entry/Journey	9	2,427 – 3,253

PLUMAS

Total Reported Positions: 9

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$6,232
Office Manager	1	3,315 – 4,036
Chief Appraiser	1	4,030 – 4,903
Property Tax Technician	0	2,074 – 2,523
Property Tax Specialist I	0	2,244 – 2,730
Property Tax Specialist II	1	2,476 – 3,014
Appraiser Assistant	0	2,714 – 3,303
Appraiser I	0	2,863 – 3,484
Appraiser II	2	3,159 – 3,844
Appraiser III	2	3,482 – 4,236
Cadastral Drafting Specialist	1	3,482 – 4,236

RIVERSIDE

Total Reported Positions: 290

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor/County Clerk/Recorder	1	\$13,811
Accounting Assistant I	1	2,780
Administrative Services Analyst II	1	5,111
Appraiser I	6	4,573
Appraiser II	31	5,385
Appraiser Technician	24	3,593
Appraiser Trainee	3	3,933
Assessor Clerk Recorder Technician I	31	3,126
Assessor Clerk Recorder Technician II	23	3,509
Assessor Clerk Recorder Technician III	7	3,908
Assistant County Assessor–Clerk–Recorder	2	11,682
Auditor–Appraiser II	11	5,385
Chief Deputy Assessor–Clerk–Recorder	2	9,755
Chief GIS Specialist	1	5,581
Data Entry Operator II	8	2,886
GIS Analyst	2	5,349
GIS Senior Analyst	2	5,775
GIS Specialist I	3	3,738
GIS Specialist II	6	4,158
GIS Supervisor Analyst	1	6,828
I. T. Applications Developer III	5	7,573
I. T. Business Systems Analyst III	1	7,706
I. T. Business Systems Analyst II	1	6,214
I. T. Network Administrator III	1	7,759

RIVERSIDE (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
I. T. Supervising Business Systems Analyst	2	\$8,938
I. T. Supervising Systems Operator	1	6,712
I. T. Supervising User Technical Support	1	6,486
I. T. Systems Operator II	1	4,746
I. T. User Support Technician II	1	4,587
Information Technical Officer I	2	9,009
Information Technical Officer II	1	10,286
Office Assistant II	19	2,681
Principal Auditor–Appraiser	1	8,268
Principal Deputy Assessor–Clerk–Recorder	3	8,268
Secretary I	1	3,516
Secretary II	1	3,908
Senior Accounting Assistant	1	3,700
Senior Appraiser	40	5,795
Senior Auditor–Appraiser	5	5,852
Senior GIS Specialist	3	4,622
Store Keeper	1	3,140
Supervising Appraiser	17	6,422
Supervising Assessor–Clerk–Recorder Tech	4	4,172
Supervising Auditor–Appraiser	3	6,485
Supervising Deputy Assessor-Clerk-Recorder	1	5,897
Supervising GIS Specialist	1	5,020
Supervising Office Assistant I	6	3,226

SACRAMENTO

Total Reported Positions (including Vacancies) 175.5

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,611
Assistant County Assessor	1	10,165
Administrative Services Officer I	1	4,409 – 5,361
Administrative Services Officer III	1	7,242 – 7,985
Assessment Supervisor	2	3,471 – 4,220
Assessment Technician	6	3,130 – 3,804
Associate Auditor–Appraiser	7	4,795 – 5,831
Associate Real Property Appraiser	19	4,795 – 5,831
Auditor–Appraiser Level II	4	4,084 – 4,963
Chief Appraiser	5	8,390 – 9,250
Chief Technical & Assessment Services	1	6,405 – 7,061
Data Entry Operator	1	2,460 – 2,991
Executive Secretary	1	3,640 – 4,425
GIS Analyst Level II	1	5,700 – 6,930

SACRAMENTO (*Continued*)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
GIS Technician Level II	1	\$3,618 – 4,397
Information Technology Analyst Level II	4.5	5,700 – 6,930
Information Technology Analyst Trainee	1	4,113 – 4,999
Information Technology Technician Level II	1	3,426 – 4,162
Office Assistant Level II	5	2,344 – 2,913
Office Specialist Level II	25	2,756 – 3,350
Personnel Specialist Level II	1	3,369 – 4,096
Principal Information Technology Analyst	1	7,830 – 8,632
Real Property Appraiser Level II	31	4,084 – 4,963
Senior Auditor–Appraiser	3	5,279 – 6,417
Senior GIS Technician	2	3,979 – 4,836
Senior GIS Analyst	1	6,455 – 7,847
Senior Information Technology Analyst	2	6,455 – 7,847
Senior Information Technology Technician	1	4,113 – 4,999
Senior Office Assistant	2	2,697 – 3,276
Senior Office Specialist	16	3,010 – 3,658
Senior Personnel Analyst	1	5,514 – 6,701
Senior Real Property Appraiser	14	5,279 – 6,417
Supervising Auditor–Appraiser	4	5,982 – 7,272
Supervising Cadastral Drafting Technician	1	4,595 – 5,587
Supervising Real Property Appraiser	6	5,982 – 7,272
Training & Development Specialist Level II	1	4,757 – 5,784

SAN BENITO

Total Reported Positions: 15.5

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,167
Assistant County Assessor	1	8,124
Supervising Auditor-Appraiser	1	5,123 – 6,540
Auditor-Appraiser II	1	4,012 – 5,123
Accounting Appraiser Tech	1	3,128 – 3,992
Supervising Appraiser	1	5,123 – 6,540
Appraiser II	3	3,840 – 4,903
Appraiser III (Half time)	0.5	32.74/hour
Computer Mapping Specialist III	1	4,012 – 5,123
Computer Mapping Specialist II	1	3,466 – 4,424
Assessment Office Manager	1	4,012 – 5,123
Assessment Clerk III	3	2,754 – 3,517

SAN BERNARDINO

Total Reported Positions: 212.2

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,828
Administrative Supervisor II	1	5,574 – 7,122
Appraiser Technician	19.1	2,681 – 3,418
Appraiser I	40	3,773 – 4,812
Appraiser II	12	4,162 – 5,306
Appraiser III	8	4,583 – 5,852
Assessor's Facility/Safety Manager	1	4,475 – 5,769
Assessor's Project Administrator	2	4,583 – 5,911
Assessor's Special Assistant	1	4,583 – 5,911
Assistant County Assessor	2	8,890 – 11,499
Auditor–Appraiser II	14	4,475 – 5,711
Auditor–Appraiser III	2	4,812 – 6,148
Automated Systems Analyst I	2	4,162 – 5,306
Automated Systems Analyst II	1	4,931 – 6,306
Automated Systems Technician	1	3,179 – 4,058
Business Systems Analyst I	1	4,583 – 5,852
Business Systems Analyst II	0.3	5,306 – 6,779
Business Systems Analyst III	2	5,852 – 7,481
Cadastral Drafting Technician I	5	3,101 – 3,961
Cadastral Drafting Technician II	2	3,338 – 4,259
Cadastral Drafting Technician III	1	3,595 – 4,583
Cadastral Services Supervisor	1	4,366 – 5,574
Chief Appraiser	1	7,301 – 9,343
Chief of Assessment Services	1	7,301 – 9,343
Communications Officer	1	5,711 – 7,301
Department IS Administrator	1	8,062 – 10,315
Executive Secretary III-unclassified	0.1	3,864 – 4,931
Fiscal Assistant	1	2,432 – 3,101
Intergovernmental Relations Officer	0.3	5,306 – 6,779
Office Assistant II	8.2	2,207 – 2,815
Office Assistant III	34.2	2,432 – 3,101
Office Specialist	1	2,681 – 3,418
Payroll Specialist	1	2,551 – 3,257
Principal Appraiser	4	5,574 – 7,122
Public Service Employee	2	1,690
Staff Analyst I	1	3,864 – 4,931
Supervising Auditor–Appraiser	2	5,051 – 6,455
Supervising District Appraiser	8	5,051 – 6,455
Supervising Office Assistant	2	2,815 – 3,595
Supervising Office Specialist	1	3,290 – 4,203
Supervising Title Transfer Technician I	2	3,101 – 4,961

SAN BERNARDINO (*Continued*)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Supervising Title Transfer Technician II	1	\$3,453 – 4,410
Title Transfer Technician I	17	2,814 – 3,596
Title Transfer Technician II	3	3,025 – 3,864

SAN DIEGO

Total Reported Positions: 331

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor/Recorder/County Clerk	1	\$15,881
Assistant County Assessor/Recorder/CC	1	11,284 – 14,536
Special Assistant	1	7,268 – 10,327
Chief Deputy Valuation/Admin. Services	3	7,760 – 12,815
Senior Departmental Human Resources Officer	1	5,548 – 7,436
Departmental Human Resources Officer	1	4,455 – 5,970
Departmental Payroll Specialist/Technician	2	2,598 – 3,657
Financial Policy & Planning Officer	1	6,746 – 8,200
Administrative Services Manager I	1	5,548 – 6,743
Accounting Technician	1	2,931 – 3,564
Administrative Secretary III	4	3,389 – 4,120
Administrative Secretary IV	1	3,650 – 4,437
Dept. Information Technician	3	2,524 – 5,970
Coordinator/Systems Technician		
Division Chief I/II	10	7,216 – 9,653
Supervising Appraiser I/II	13	5,982 – 8,001
Supervising Audit-Appraiser	3	6,583 – 8,001
Appraiser IV	9	5,443 – 6,616
Appraiser III	30	4,499 – 6,015
Appraiser II	55	4,385 – 5,330
Audit-Appraiser IV	4	5,578 – 6,779
Audit-Appraiser III	11	5,073 – 6,165
Audit-Appraiser II	7	4,489 – 5,457
Program Development Specialist	1	6,299 – 7,656
Assistant Division Chief	3	4,579 – 5,567
Supervising Assessment Clerk	8	3,182 – 3,867
Senior Assessment Clerk	21	2,714 – 3,299
Assessment Clerk	56	2,409 – 2,928
Sr. Cadastral Technician/Cadastral Technician	15	3,517 – 4,829
Cadastral Supervisor I/II	4	4,609 – 6,164
Imaging Technician I/II/III	5	2,588 – 4,011
Property Assessment Specialist III	13	3,839 – 4,666
Property Assessment Specialist II	40	3,195 – 3,884
Account Clerk/Delivery Driver	2	2,364 – 2,903

SAN FRANCISCO

Total Reported Positions: 106

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessor	1	\$13,903
Deputy Assessor, Real Property	1	12,357
Deputy Assessor, Business Personal Property	1	11,267
Deputy Assessor, Transactions/Exemptions/ Public Service	1	10,504
Chief Administrative Officer	1	10,504
Manager, Transactions	1	8,365
Manager, Exemptions & Public Service	1	9,074
Manager, Chief Appraiser	1	9,735
IS Engineer – Journey	1	9,362
Payroll Clerk	1	5,100
Senior Clerk Typist	1	4,548
Secretary	1	5,014
Confidential Secretary To Assessor	1	6,214
Account Clerk	1	4,279
Principal Account Clerk	1	5,594
Senior Administrative Analyst	1	7,971
Principal Administrative Analyst	1	9,226
Management Assistant	1	5,930
Assessment Clerk	14	4,279
Senior Assessment Clerk	15	4,706
Personal Property Auditor	7	6,786
Senior Personal Property Auditor	7	7,856
Principal Personal Property Auditor	2	9,094
Real Property Appraiser	21	6,786
Senior Real Property Appraiser	11	7,856
Principal Real Property Appraiser	6	9,094
Engineer Associate I	1	6,494
Senior Legal Process Clerk	4	4,754

SAN JOAQUIN

Total Reported Positions: 104

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor–Recorder–County Clerk	1	\$12,736
Assistant Assessor–Recorder–County Clerk	1	8,211 – 9,980
Department Information Systems Manager	1	8,751
Principal Appraiser	3	6,495 – 7,897
Appraiser IV	4	5,501 – 6,689
Appraiser III	19	4,663 – 5,666

SAN JOAQUIN (*Continued*)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Appraiser II	4	\$4,085 – 4,968
Appraiser I	3	3,345 – 4,065
Auditor–Appraiser IV	2	5,501 – 6,689
Auditor–Appraiser III	6	4,663 – 5,666
Auditor–Appraiser II	2	4,065 – 4,943
Auditor–Appraiser I	1	3,396 – 4,125
Property Technician II	2	3,006 – 3,652
Property Technician I	11	2,862 – 3,479
Chief Cadastral Technician	1	3,891 – 4,730
Senior Cadastral Technician	2	3,652 – 4,439
Cadastral Technician II	3	3,281 – 3,987
Cadastral Technician I	2	2,919 – 3,546
Department Applications Analyst III	1	5,749 – 6,990
Department Information Systems Analyst II	1	5,039 – 6,124
Department Information Systems Specialist III	1	4,352 – 5,290
Department Information Systems Technician II	1	3,330 – 4,046
Transfer Technician Supervisor	1	3,201 – 3,891
Transfer Technician III	3	2,962 – 3,598
Transfer Technician II	4	2,834 – 3,446
Transfer Technician I	1	2,740 – 3,172
Exemptions Supervisor	1	3,035 – 3,688
Office Supervisor	1	2,834 – 3,446
Senior Office Assistant	18	2,558 – 3,110
Administrative Assistant I	1	3,742 – 4,548
Accounting Technician I	1	2,933 – 3,564
Office Secretary	1	2,834 – 3,446

SAN LUIS OBISPO

Total Reported Positions: 86

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$13,003
Assistant County Assessor	1	8,753 – 10,639
Assessment Manager	5	6,375 – 7,749
Assessment Analyst II	5	5,447 – 6,621
Supervising Appraiser	3	5,865 – 7,130
Appraiser I	3	3,931 – 4,777
Appraiser II	12	4,553 – 5,534
Appraiser III	5	4,966 – 6,035
Appraiser Trainee	6	3,404 – 4,137
Auditor–Appraiser I	1	3,924 – 4,770
Auditor–Appraiser II	1	4,643 – 5,645

SAN LUIS OBISPO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Auditor–Appraiser III	3	\$5,844 – 7,104
Cadastral Mapping Systems Supervisor	1	5,943 – 7,222
Cadastral Mapping Systems Specialist II	2	4,283 – 5,206
Cadastral Mapping Systems Specialist III	2	5,130 – 6,234
Assessment Technician Supervisor	2	4,218 – 5,128
Assessment Technician I	6	2,586 – 3,142
Assessment Technician II	5	2,955 – 3,593
Assessment Technician III	5	3,227 – 3,924
Assessment Technician IV	2	3,643 – 4,428
Accounting Technician	1	3,319 – 4,036
Supervising Property Transfer Technician	1	3,910 – 4,752
Property Transfer Technician I	5	2,912 – 3,539
Property Transfer Technician II	5	3,196 – 3,886
Property Transfer Technician III	1	3,497 – 4,251
Supervising Administrative Clerk I	1	3,466 – 4,213
Administrative Assistant II	1	2,622 – 3,187

SAN MATEO

Total Reported Positions: 76

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor–County Clerk–Recorder	1	\$14,334
Deputy Assessor–County Clerk–Recorder	2	10,675
Principal Appraiser	5	8,340
Senior Appraiser	11	7,047
Appraiser II	16	6,208
Appraiser I	4	5,020
Principal Auditor–Appraiser	2	8,340
Senior Auditor–Appraiser	4	7,047
Auditor–Appraiser II	5	6,208
Auditor–Appraiser I	1	5,020
Senior Drafting Technician	1	6,665
Drafting Technician II	1	5,945
Information Technology Manager	1	9,222
Department System Analyst	3	8,213
Information Technology Technician	1	6,509
Assessor/Recorder Support Services Supervisor	3	5,450
Lead Assessor/Recorder Technician	1	4,367
Assessor/Recorder Technician III	6	4,589
Assessor/Recorder Technician II	8	4,006

SANTA BARBARA

Total Reported Positions: 79

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Clerk–Recorder–Assessor	1	\$9,740 – 16,175
Assistant County Clerk–Recorder–Assessor	1	7,479 – 12,349
Chief Appraiser	1	7,479 – 12,349
Appraiser Division Manager	3	6,261 – 11,305
Assessment Supervisor	7	5,696 – 6,954
Appraiser III	8	4,689 – 5,724
Appraiser II	13	4,286 – 5,233
Appraiser I	1	3,765 – 4,596
Auditor Appraiser III	0	5,028 – 6,139
Auditor Appraiser II	4	4,574 – 5,583
Auditor Appraiser I	2	4,223 – 5,155
Appraiser Aide	3	2,753 – 3,360
Information Systems Division Manager	1	6,261 – 11,305
Computer Systems Specialist II	1	5,023 – 6,132
EDP Systems & Program Analyst Sr	3	6,071 – 7,412
EDP Systems & Program Analyst II	1	5,280 – 6,446
EDP Systems & Program Analyst I	0	4,638 – 5,662
Financial Systems Analyst Sr	2	6,609 – 8,068
Mapping/GIS Analyst Supervisor	1	5,753 – 7,023
Mapping/GIS Analyst	2	4,953 – 6,047
Mapping/GIS Technician	2	3,672 – 4,483
Administrative Office Professional III	5	4,118 – 5,102
Administrative Office Professional II	13	3,151 – 3,904
Administrative Office Professional I	0	2,411 – 2,987
Departmental Human Resource Manager	1	5,914 – 9,740
Fiscal Manager	1	5,914 – 9,740
EDP Office Automation Specialist II	1	6,609 – 8,068
Financial Office Professional III	1	4,118 – 5,102

SANTA CLARA

Total Reported Positions: 242

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$15,322
Assistant County Assessor	1	10,431 – 13,383
Special Assistant to the County Assessor	1	7,979 – 9,067
Administrative Services Manager	1	8,350 – 10,694
Confidential Secretary	1	4,980 – 7,553
Senior Management Analyst	5	6,261 – 7,613
Auditor–Appraiser	13	5,500 – 6,654

SANTA CLARA (*Continued*)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessment Roll Administrator	1	\$6,202 – 7,539
Chief, Assessment Standards/Services	1	8,186 – 10,483
Chief Appraiser	1	8,186 – 10,483
Assistant Chief Appraiser	1	7,686 – 9,342
Supervising Appraiser	6	7,005 – 8,515
Senior Appraiser	24	5,661 – 6,848
Senior Appraiser (Unclassified)	2	5,661 – 6,848
Appraiser III	8	5,270 – 6,377
Appraiser II	26	4,905 – 5,937
Appraisal Aide	4	3,947 – 4,768
Chief Auditor–Appraiser	1	8,186 – 10,483
Assistant Chief Auditor–Appraiser	1	7,686 – 9,342
Supervising Auditor–Appraiser	5	7,005 – 8,515
Senior Auditor–Appraiser	25	6,168 – 7,464
Exemptions Manager	1	5,818 – 7,074
Exemption Investigator	2	4,952 – 5,995
Property Transfer Examiner	9	3,822 – 4,615
Office Management Coordinator	1	4,741 – 5,761
Supervising Appraisal Data Coordinator	1	4,859 – 5,906
Supervising Clerk	1	4,451 – 5,408
Senior Office Specialist	2	3,559 – 4,298
Office Specialist III	10	3,243 – 3,909
Office Specialist II	13	2,957 – 3,560
Office Specialist I	2	2,761 – 3,319
Human Resources Assistant II	1	3,806 – 4,628
Appraisal Data Coordinator	7	3,647 – 4,402
Property and Title ID Technician	6	3,463 – 4,180
Senior Assessment Clerk	15	3,643 – 4,180
Supervising Assessment Clerk	3	4,451 – 5,408
Assessment Clerk	12	3,274 – 3,947
Accountant Assistant	4	3,630 – 4,381
Account Clerk II	1	3,288 – 3,968
Account Clerk I	1	3,014 – 3,630
Director Information Systems	1	9,441 – 12,113
Information Systems Manager III	1	8,854 – 10,794
Information Systems Manager II	1	8,031 – 9,771
Information Systems Manager I	9	7,320 – 8,898
Information System Tech II	1	4,792 – 5,799
Mapping /ID Supervisor	1	4,883 – 5,934
Property Transfer Supervisor	1	3,822 – 4,615
Senior Cadastral Mapping Technician	1	4,261 – 5,148
Cadastral Mapping Technician I	4	3,307 – 3,986
GIS Technician I	1	4,442 – 5,371

SANTA CRUZ

Total Reported Positions: 36

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,056
Chief Deputy Assessor – Valuation	1	6,999 – 9,337
Chief Deputy Assessor – Administration	1	6,999 – 9,337
Chief of Assessment Standards	1	6,073 – 8,098
Senior Appraiser	3	4,720 – 5,969
Appraiser I	0	3,694 – 4,678
Appraiser II	6	4,300 – 5,439
Chief Auditor–Appraiser	1	6,358 – 8,478
Auditor–Appraiser III	1	4,739 – 5,997
Auditor–Appraiser II	3	4,512 – 5,703
Auditor–Appraiser I	0	3,730 – 4,722
Appraiser–Auditor Aide	2	3,444 – 4,358
GIS Technician I	0	3,304 – 4,179
GIS Technician II	2	3,619 – 4,579
Senior Dept. Information Systems Analyst	1	5,340 – 6,753
Clerical Supervisor II	1	4,132 – 5,231
Assessment Technician	6	3,200 – 4,039
Assessment Clerk	3	2,976 – 3,761
Clerk II	1	2,772 – 3,505
Senior Receptionist	1	3,094 – 3,917
Departmental Information Systems Analyst	1	4,932 – 6,561

SHASTA

Total Reported Positions: 43

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor–Recorder	1	\$9,417
Deputy Assessor–Recorder, Administration	1	5,372 – 6,857
Deputy Assessor–Recorder, Valuation	1	5,372 – 6,857
Senior Supervising Real Property Appraiser	2	4,068 – 5,193
Senior Specialist Real Property Appraiser	3	3,989 – 5,092
Real Property Appraiser III	6	3,600 – 4,595
Real Property Appraiser II	5	3,282 – 4,189
Real Property Appraiser I	1	2,835 – 3,618
Senior Supervising Auditor–Appraiser	1	4,068 – 5,193
Auditor–Appraiser III	2	3,600 – 4,595
Auditor–Appraiser II	2	3,429 – 4,376
Program Manager Mapping & Transfer	0	3,990 – 5,093
Program Manager–Rollover	1	3,990 – 5,093
Mapping Specialist II	2	3,463 – 4,420

SHASTA (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Administrative Assistant-Confidential	1	\$2,962 – 3,781
Supervising Assessment Clerk	2	2,713 – 3,463
Senior Assessment Clerk	3	2,510 – 3,203
Assessment Clerk III	8	2,276 – 2,905
Assessment Clerk II	1	2,035 – 2,597
Extra-Help Clerk	1.5	1,891 – 2,413
Extra Help Senior Specialist Real Property Appraiser	0.5	3,989 – 5,092
Extra Help Real Property Appraiser III	0.5	3,600 – 4,595

SIERRA***Total Reported Positions: 5***

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$7,017 – 9,403
Assistant County Assessor/Appraiser	1	3,770 – 4,582
Senior Property Appraiser	0.3	4,251 – 5,168
Appraiser II	1	3,124 – 3,798
Assessment Technician III	0.7	2,569 – 3,123
Extra Help County Assessor	0	7,017 – 9,403

SISKIYOU***Total Reported Positions: 21***

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$7,110
Assistant County Assessor	1	4,860 – 5,907
Principal Appraiser	1	3,934 – 4,782
Senior Specialist Appraiser	3	3,658 – 4,445
Senior Appraiser	3	3,483 – 4,234
Appraiser	1	3,009 – 3,657
Administrative Services Manager	1	3,746 – 5,021
Administrative Assessment Supervisor	1	3,082 – 3,745
Senior Assessment Technician	5	2,662 – 3,236
Assessment Technician	2	2,300 – 2,794
Mapping & Title Supervisor	1	3,159 – 3,841
Senior Cadastral Mapping Technician	1	2,730 – 3,319

SOLANO

Total Reported Positions: 45

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor–Recorder	1	\$13,367
Assistant County Assessor–Recorder	1	9,164 – 11,139
Chief Appraiser	1	7,421 – 9,020
Supervising Appraiser	2	5,697 – 6,925
Senior Appraiser	4	5,064 – 6,156
Appraiser	12	3,609 – 5,408
Appraiser Technician	2	3,609 – 4,387
Supervising Auditor–Appraiser	1	5,697 – 6,925
Senior Auditor–Appraiser	1	5,064 – 6,156
Auditor–Appraiser	3	3,889 – 5,408
Cadastral Mapping Technician Supervisor	1	5,119 – 6,222
Cadastral Mapping Technician I/II	2	3,126 – 4,387
Cadastral Mapping Technician III	2	4,169 – 5,068
Office Coordinator	1	3,680 – 4,517
Clerical Operations Manager	1	4,498 – 5,467
Office Assistant I/II	4	2,731 – 3,807
Office Assistant III	6	3,448 – 4,233

The salary and benefits for the Assessor-Recorder and Assistant Assessor-Recorder are split between the Assessor and Recorder Divisions.

SONOMA

Total Reported Positions: 82

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Clerk/Recorder/Assessor	1	\$13,987
Chief Deputy Assessor	1	9,390 – 11,415
Executive Secretary, Confidential	1	4,181 – 5,051
Chief Appraiser	1	7,608 – 9,248
Appraiser IV	3	5,717 – 6,948
Appraiser III	21	4,959 – 6,028
Appraiser II	0	4,454 – 5,413
Appraiser I	0	3,854 – 4,684
Appraiser Aide	3	3,359 – 4,082
Appraiser Analyst	3	5,246 – 6,376
Supervising Auditor Appraiser	1	5,941 – 7,221
Auditor–Appraiser II	7	5,080 – 6,174
Auditor–Appraiser I	0	4,350 – 5,287
Department Information Systems Specialist II	1	5,444 – 6,618
Cadastral Mapping Supervisor	1	4,613 – 5,607

SONOMA (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Cadastral Mapping Technician II	5	\$3,926 – 4,773
Cadastral Mapping Technician I	0	3,614 – 4,393
Assessment Process Manager	1	6,919 – 8,409
Assessment Process Supervisor	3	3,971 – 4,826
Assessment Process Specialist	10	3,605 – 4,383
Assessment Clerk	13	3,211 – 3,903
Assessment Clerk Trainee	0	2,880 – 3,501
Department Accounting Manager	1	6,646 – 8,079
Administrative Services Officer I	1	6,063 – 7,369
Accountant II	1	4,886 – 5,938
Accountant II, Confidential	1	5,188 – 6,275
Account Clerk II	2	3,176 – 3,861

Confidential Salaries include \$0.90/hour premium.

STANISLAUS

Total Reported Positions: 69

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,003
Assistant County Assessor (Manager IV)	2	5,904 – 8,854
Supervising Auditor–Appraiser	1	5,373 – 6,531
Senior Auditor–Appraiser	2	4,878 – 5,930
Auditor–Appraiser III	4	4,429 – 5,384
Auditor–Appraiser I	1	3,316 – 4,030
Supervising Appraiser	4	5,120 – 6,224
Senior Appraiser	7	4,649 – 5,651
Appraiser III	11	4,226 – 5,136
Appraiser II	5	3,829 – 4,654
Appraiser I	3	3,165 – 3,848
Appraiser Technician	3	2,900 – 3,526
Cadastral Supervisor	1	4,155 – 5,051
Cadastral Technician	3	3,432 – 4,172
Supervising Acct/Admin Clerk I	4	3,311 – 4,025
Account Clerk III	9	2,883 – 3,503
Account Clerk II	1	2,551 – 3,101
Administrative Clerk I	2	2,366 – 2,876
Confidential Assistant IV	1	3,484 – 5,224
Confidential Assistant III	1	2,900 – 4,349
Software Developer/Analyst III	2	5,536 – 6,731
Application Specialist III	1	4,786 – 5,817

SUTTER

Total Reported Positions: 24

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,119 – 10,031
Assistant County Assessor	1	6,357 – 8,602
Chief Appraiser	1	5,488 – 7,404
Assessment Technical Services Manager	1	4,678 – 6,348
Assessment Technician I	3	2,394 – 3,303
Assessment Technician III	6	2,973 – 4,112
Senior Map Drafting Title Technician	1	4,065 – 5,558
Appraiser Aide	1	2,890 – 3,998
Real Property Appraiser III	6	4,286 – 5,278
Auditor–Appraiser I	1	3,265 – 4,500
Auditor–Appraiser II	1	3,647 – 4,995
Auditor–Appraiser III	1	4,065 – 5,558

TEHAMA

Total Reported Positions: 20

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$7,501
Assistant County Assessor	1	4,982 – 6,067
Principal Appraiser	1	3,837 – 4,675
Senior Auditor Appraiser	1	3,650 – 4,449
Senior Appraiser	4	3,476 – 4,236
Appraiser II	1	3,148 – 3,837
Office Manager III	1	3,437 – 4,190
Chief Cadastral Drafting Technician	1	2,924 – 3,562
Senior Assessment Clerk	1	2,522 – 3,070
Transfer Analyst	2	2,461 – 2,999
Assessment Clerk III	4	2,342 – 2,854
Assessment Clerk II	2	2,071 – 2,522

TRINITY

No information provided

TULARE

Total Reported Positions: 72

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor–Clerk–Recorder	1	\$8,311 – 12,467
Assistant County Assessor–Clerk–Recorder	1	6,827 – 10,241
Chief Assessment Clerk	1	3,271 – 3,986
Chief Appraiser	1	5,636 – 6,868
Chief Auditor Appraiser	1	5,636 – 6,868
Systems Analyst	1	4,662 – 5,682
Department Secretary	1	3,071 – 3,743
Appraiser I	3	3,464 – 4,221
Appraiser II	10	3,902 – 4,755
Appraiser III	11	4,311 – 5,254
Appraiser IV	4	4,662 – 5,682
Auditor–Appraiser I	2	3,822 – 4,658
Auditor–Appraiser II	4	4,305 – 5,247
Auditor–Appraiser III	1	4,755 – 5,795
Auditor–Appraiser IV	1	5,258 – 6,408
Cadastral Mapping Supervisor	1	4,375 – 5,332
Cadastral Mapping Tech I	1	3,215 – 3,918
Cadastral Mapping Tech II	5	3,550 – 4,327
Cadastral Mapping Tech III	2	3,922 – 4,699
Supervising Title and Administrative Tech	2	2,973 – 3,624
Title and Administrative Tech I	13	2,457 – 2,995
Title and Administrative Tech II	4	2,703 – 3,294
Title and Administrative Trainee	1	2,225 – 2,712

TUOLUMNE

Total Reported Positions: 13

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,412
Assistant County Assessor	1	5,724 – 6,989
Assessment Process Manager	1	3,618 – 4,417
Senior Appraiser	2	3,654 – 4,461
Appraiser II	2	3,307 – 4,037
Senior Auditor–Appraiser	1	3,654 – 4,461
Cadastral/GIS Tech	1	2,791 – 3,408
Senior Assessment Tech	4	2,489 – 3,038

VENTURA

Total Reported Positions: 137

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$13,816
Deputy County Assessor	3	7,610 – 10,654
Principal Appraiser	6	5,634 – 7,888
Accounting Officer II	1	3,822 – 4,892
Administrative Assistant II	1	3,571 – 5,008
Appraiser II	38	3,738 – 5,240
Appraiser III	14	4,174 – 5,851
Assessor's Technician II	7	2,938 – 3,761
Assessor's Technician III	7	3,214 – 4,114
Auditor–Appraiser II	8	3,738 – 5,240
Auditor–Appraiser III	5	4,072 – 5,851
Cadastral Technician III	4	3,318 – 4,645
Cadastral Technician IV	1	3,959 – 5,548
Clerical Supervisor II	3	3,001 – 4,201
Data Entry Operator III	2	2,230 – 3,118
Management Assistant II	1	2,660 – 3,724
Management Assistant III	1	2,861 – 4,003
Management Assistant IV – Confidential	1	3,555 – 4,977
Manager – Assessment Services	1	4,856 – 6,646
Office Assistant III	11	2,360 – 3,299
Office Assistant IV	5	2,536 – 3,547
Office Systems Coordinator II	1	3,783 – 5,319
Office Systems Coordinator III	1	4,428 – 6,210
Office Systems Coordinator IV	2	5,262 – 6,988
Senior Office Systems Coordinator	1	5,447 – 7,626
Supervising Appraiser	6	4,715 – 6,601
Supervising Auditor–Appraiser	2	4,715 – 6,601
Supervising Assessor's Technician	2	3,657 – 4,681
Supervising Data Entry Operator	1	2,433 – 3,413

YOLO

Total Reported Positions: 30

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,622
Chief Deputy County Assessor	2	6,530 – 7,938
Staff Services Analyst	1	4,406 – 5,355
Appraiser I	2	3,345 – 4,066
Appraiser II	3	3,707 – 4,506
Appraiser III	1	4,139 – 5,031

YOLO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Senior Appraiser	3	\$4,645 – 5,646
Auditor–Appraiser III	1	4,139 – 5,031
Senior Auditor–Appraiser	2	4,645 – 5,646
Assessment Office Specialist I	3	2,323 – 2,823
Assessment Office Specialist II	2	2,573 – 3,128
Assessment Office Specialist III	5	2,764 – 3,359
Senior Assessment Technician	2	3,191 – 3,880
Cadastral Drafting Technician	1	2,634 – 3,201
Senior Cadastral Drafting Technician	1	3,007 – 3,655

YUBA

Total Reported Positions: 21

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$7,943 – 9,658
Assistant County Assessor	1	6,943 – 8,443
Chief Deputy Assessor–Administration	1	4,590 – 5,581
Auditor–Appraiser III	1	3,960 – 4,815
Auditor–Appraiser II	1	3,518 – 4,278
Auditor–Appraiser I	0	3,221 – 3,917
Real Property Appraiser III	1	3,960 – 4,815
Real Property Appraiser II	4	3,518 – 4,278
Real Property Appraiser I	0	3,221 – 3,917
Assessment Specialist	3	2,697 – 3,280
Assessment Assistant II	2	2,396 – 2,914
Assessment Assistant I	2	2,194 – 2,668
Transfer Analyst II	2	3,036 – 3,692
Transfer Analyst I	0	2,697 – 3,280
Cadastral Drafting Technician II	2	3,127 – 3,802
Cadastral Drafting Technician I	0	2,777 – 3,377

Salaries of Assessment Appeals Board Members²

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Alameda	\$200 per day	Members paid normal rate when attending mandatory training
Butte	\$40 half day/\$75 full day	Mileage; meal reimbursement for training
Contra Costa	\$200 half day/\$300 full day/\$400 per day consecutive day appeals	
El Dorado	\$100 per day, \$50 per 4 hour session	Mileage; \$12 lunch
Fresno	\$100 per day	
Humboldt	\$40 half day/\$75 full day	Mileage; \$13 for lunch if full day
Kern	\$125 half day/\$200 full day	Meals for full day training - not hearing
Lassen	\$200 per day	
Los Angeles	\$150 per session up to 4 hours \$225 per session between 4-6 hours \$300 per session over 6 hours	Mileage
Madera	\$75 per day	Mileage; \$12 lunch
Marin	\$131.25 half day/\$262.50 full day	\$32.81 per hour for preparation of findings of fact
Mariposa	\$30 half day/\$50 full day	
Merced	\$100 per session + \$50 per hour over 4 hrs	
Mono	\$100 Member per session \$125 Chairperson per session	Mileage
Monterey	\$130 per session	Mileage; no limit on meals
Nevada	\$75 half-day/\$150 full day member \$85 half-day/\$160 full day chair	Mileage
Orange	\$100 half-day/\$200 full day	
Placer	\$100 per day	
Riverside	\$100 half-day/\$200 full day	Mileage; \$10 breakfast; \$15 lunch; \$25 dinner
Sacramento	\$100 half day/\$200 full day	Parking
San Bernardino	\$150 9AM – 1PM/\$200 after 1PM	Mileage
San Diego	\$100 per day	Mileage

² Since the boards of supervisors sit as the local boards of equalization in the following counties, there are no assessment appeals boards: Alpine, Amador, Calaveras, Colusa, Del Norte, Glenn, Imperial, Inyo, Kings, Lake, Mendocino, Modoc, Napa, Plumas, San Benito, Sierra, Tehama, Trinity, and Tuolumne.

Salaries of Assessment Appeals Board Members

COUNTY	SALARY	MISCELLANEOUS BENEFITS
San Francisco	\$100 per half-day session	Approx. 50% rate - work outside hearing/deliberation period
San Joaquin	\$75 half day	
San Luis Obispo	\$150 per day	Mileage
San Mateo	\$300 per day	Mileage/meals for training; \$50 per session for less than 2 hours
Santa Barbara	\$250 per session	Mileage; meals; \$300/session for complex cases over \$30M
Santa Clara	\$200 per hearing	Mileage; \$16 meals
Santa Cruz	\$75 per meeting	Mileage and meals for training
Shasta	\$75 per day/\$40 per half-day	
Siskiyou	\$100 per day	Mileage
Solano	\$100 for 4 hours or less, \$200 per meeting in excess of four hours, \$400 per day for consecutive hearing days due to complex appeals	\$25 per hour pre-review of complex appeals
Sonoma	\$75 half day/\$125 full day	
Stanislaus	\$75 half day/\$150 full day	Lunch during full day; mileage for training
Sutter	\$50 per hour (2 hour minimum)	
Tulare	\$150 per hour	Mileage; meals
Ventura	\$100 half day/\$200 full day	Mileage
Yolo	\$125 per 4 hrs or less, \$175 per 5 hrs or more	
Yuba	\$25 per hour (minimum of 4 hrs)	

Salaries for Hearing Officers³

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Alameda	\$75 - \$200 per hour	Normal rate for training
Butte	\$40 half day/\$75 full day	Mileage for appeal board business and training; meal reimbursement for training

³ No other counties currently have appointed hearing officers for the local equalization functions.

Salaries for Hearing Officers

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Los Angeles	\$150 per session up to 4 hours \$225 per session between 4-6 hours \$300 per session over 6 hours	Mileage
Orange	\$150 full day	
Sacramento	\$100 / hour (\$50 if cancelled less than 18 days prior to hearing)	Parking
San Bernardino	\$150 9AM – 1PM/\$200 after 1PM	Mileage
San Diego	\$100 per day	Mileage
San Francisco	\$100 per half-day session	Approx. 50% rate – work outside hearing/deliberation periods
Santa Clara	\$200 per hearing	Mileage; \$16 meals
Ventura	\$100 half day/\$200 full day	Mileage

A. Employee Retirement Benefits

County	Retirement				Social Security	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
Alameda	1937 Ret. Act	2% @ 57 if hired before 6/30/83; 2% @ 62 if hired after 7/1/83	Varies	Varies	6.2%	6.2%
Alpine	No response					
Amador	CalPERS	2% @ 55	100%	0	0	100%
Butte	CalPERS	2% @ 55	100%	0	6.2%	6.2%
Calaveras	CalPERS	2% @ 55	100%	0	0	0
Colusa	CalPERS	3% @ 60	7%	1%	100%	0
Contra Costa	1937 Ret. Act	2% @ 55	80%	20%	7.65%	7.65%
Del Norte	CalPERS	2% @ 55	1-5 yrs 97% 5 + yrs 100%	1-5 yrs 3% 5 + yrs 0%	7.65%	7.65%
El Dorado	CalPERS	2% @ 55	7%	-	0	0
Fresno	1937 Ret. Act	2.5% @ 55	50%	50%	6.2%	6.2%
Glenn	CalPERS; LIUNA	2.5% @ 55	100%		100%	
Humboldt	CalPERS	2.7% @ 55	17.718%	8%	7.65%	6.2%
Imperial	1937 Ret. Act	2% @ 55 ½	23.1307%	Depends on age at entry	1.45%	1.45%
Inyo	No response					
Kern	1937 Ret. Act	3% @ 60 if hired before 10/27/07; 1.62% @ 65 if hired after 10/27/07	100% after 5 yrs if hired before 8/7/04; 0% after	0% if hired before 8/07/04; 100% after	7.65%	7.65%
Kings	CalPERS	2% @ 55	16.738%	0	7.65%	0
Lake	No response					
Lassen	CalPERS	2% @ 55	100%	0	7.65%	7.65%
Los Angeles	LACERA	Varies	Varies - choice of 5 plans		-	-
Madera	CalPERS	2.7% @ 55	16.215%	8%	6.2%	6.2%
Marin	1937 Ret. Act	2% @ 55	Up to 50%	Varies by age	0	1.45%
Mariposa	CalPERS	2.7% @ 55	100%	0	100%	0
Mendocino	1937 Ret. Act.	2% @ 57	75%	25%	7.65%	7.65%
Merced	1937 Ret. Act	3% @ 60	Tier 1= 40.99%; Tier 2=41.22%	Tier 1=59.01%; Tier 2= 58.78%	50%	50%
Modoc	CalPERS LIUNA	2% @ 55	100%	0	0	7.65%
Mono	CalPERS	2.7% @ 55	Varies	Varies	6.2%	-
Monterey	CalPERS	2% @ 55	100%	-	7.65%	7.65%
Napa	CalPERS	2.5% @ 55	95.8%	4.2%	0	0
Nevada	CalPERS	2.7% @ 55	5.415%/100%	2.585%	0	100%
Orange	OCERS	2.7% @ 55	Varies	Varies	1.45%	1.45%
Placer	CalPERS	2.5% @ 55	7%	1%	7.65%	0
Plumas	CalPERS	2% @ 55	7%		7.65%	7.65%
Riverside	CalPERS	3% @ 60	100% after 5 yrs	8% 0-5 yrs	7.65%	7.65%

A. Employee Retirement Benefits

County	Retirement				Social Security	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
Sacramento	1937 Ret. Act, SCERS	2% @ 55 ½	15.32%	3.2% - 4.81%	7.65%	7.65%
San Benito	CalPERS	2% @ 55	7%	0	6.2%	6.2%
San Bernardino	1937 Ret. Act	2% @ 55	7%	8.97% - 12.84% depending on entry age, years of service, and election type	0	0
San Diego	SDCERA	2.5% @ 55 - 3.0% @ 60	0-5 yrs 3.5% 5+ yrs 7%	Varies	7.65%	7.65%
San Francisco	SFERS	2% @ 60	6.24%	7.50%	7.65%	7.65%
San Joaquin	1937 Ret. Act	2% @ 55 ½	General members 23.04%	2.23% or 4.15% depending on entry age	7.65%	7.65%
San Luis Obispo	Pension Trust	2% @ 55	Assessor 13.55%; Management 9.29%; Rank/File 5.75%	Assessor 18%; Management 18%; Rank/File 16.67%	7.65%	7.65%
San Mateo	1937 Ret. Act	2% @ 55	80%	20%	7.65%	7.65%
Santa Barbara	1937 Ret. Act	2% @ 57, 1 yr final avg salary hire prior 1994; 3 yr final avg salary after	Mgt \$80; Staff \$25/pay period	Varies by age/salary	0	100%
Santa Clara	CalPERS	2.5% @ 55	7%	7%	7.65%	7.65%
Santa Cruz	CalPERS	2% @ 55	15.005% for general unit; 12.915% for middle management	Pay the difference	7.65%	7.65%
Shasta	CalPERS	2% @ 55	Varies	7% first one to five years of service, varies by bargaining unit		
Sierra	CalPERS	2.7% @ 55	100%	0	100%	0
Siskiyou	CalPERS	2% @ 55	100%	0	7.65%	7.65%
Solano	CalPERS	2.7% @ 55	Assessor and Chief Appraiser 18.56%; staff 16.16%		7.65%	7.65%
Sonoma	1937 Ret. Act	3% @ 60	Varies	Varies	7.65%	7.65%
Stanislaus	1937 Ret. Act	2% @ 55	Varies	Varies	7.65%	7.65%
Sutter	CalPERS	2.7% @ 55	8%	0	-	-
Tehama	CalPERS	2% @ 55	7%	0	7.65%	7.65%
Trinity	No response					
Tulare	1937 Ret. Act	2% @ 57	Varies	Varies	50%	50%
Tuolumne	CalPERS	2% @ 55	100%	0	0	
Ventura	1937 Ret. Act	1.5% @ 55	16%	-	7.65%	7.65%
Yolo	CalPERS	2% @ 55	99%	1%	6.2%	
Yuba	CalPERS	2% @ 55	Varies	7%	-	-

A. Employee Retirement Benefits

County	Retirement				Social Security	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
State of California	CalPERS Tier 1	2% @ 55	95%	5% (6% if no SS)	50%	50%
	CalPERS Tier 2	1.25% @ 65	100%	0	50%	50%

B. Employee Health Benefits

County	Medical		Dental	
	Paid by County	Paid by Employee	Paid by County	Paid by Employee
Alameda	100% of the lowest cost HMO plan	0	100%	0
Alpine	No response			
Amador	90%	10%	90%	10%
Butte	85% - 90% varies by plan	10% - 15%	Included in medical	
Calaveras	\$443-\$1,154 cafeteria plan	Varies	Included in medical	Varies
Colusa	\$253.26	Varies	\$35-\$45	Varies
Contra Costa	Varies by plan	Varies	Varies by plan	Varies
Del Norte	95% employee only	5%	95% employee only	5%
El Dorado	Varies	Varies	Included in medical	Included in medical
Fresno	\$5,185 per employee; \$2,470 per dependent	Varies by plan – minimum \$23 biweekly	100%	0
Glenn	90% employee	10% dependent		100%
Humboldt	Varies by plan	Varies by plan	100%	0
Imperial	Up to \$10,386 per yr/family	Varies	100% for Mgt only	100% except for Mgt
Inyo	No response			
Kern	100% if hired before 4/15/97; 80% after	20% if hired after 4/15/97	Included in medical	
Kings	Mgmt 100%; employee 70%	30% except for mgmt	Mgmt 100%; employee 70%	30% except for mgmt
Lake	No response			
Lassen	\$501.59-\$840 varies by unit	-	-	-
Los Angeles	Varies by plans	Varies	Varies by plans	Varies
Madera	100% employee; 50% dependent	50% dependent	100% employee; 50% dependent	50% dependent
Marin	Varies	Varies	Varies	Varies
Mariposa	Up to \$316		100%	0
Mendocino	75%	25%	75%	25%
Merced	100% employee; 50% dependent	50% dependent	100% employee; 50% dependent	50% dependent
Modoc	100%	0	100% includes Vision	0
Mono	100%	0	100%	0
Monterey	Varies by bargaining unit	Varies	\$36.36 - \$39.62	\$35.02 -\$86.04
Napa	Kaiser PERS–100% employee	Depends on number of dependents	100% employee and dependents	0
Nevada	100% employee; 74% dependent	26% dependent	100% employee; 74% dependent	26% dependent
Orange	95%	5%	OCEA	OCEA
Placer	Up to \$1,317.64/month	Varies by plan	Up to \$42/month	Varies
Plumas	Up to \$624.60	Over that amount	Included in medical	

B. Employee Health Benefits

County	Medical		Dental	
	Paid by County	Paid by Employee	Paid by County	Paid by Employee
Riverside	\$635 - \$751 toward flexible benefits	Varies; employee pays any amount over county contribution	Included in medical	Varies
Sacramento	\$826.90 per month	Varies	100%	Deductible
San Benito	100% employee; portion for family	Remainder on dependents	\$30 for employee	\$9.41/mo and dependent cost
San Bernardino	Varies by plan	Varies	Varies by plan	Varies
San Diego	\$347 - \$855	Varies by plan	Varies by plan	Varies
San Francisco	100%	-	100%	-
San Joaquin	100%	-	100%	-
San Luis Obispo	Management \$850 Rank & File \$725.58	Varies	Included in medical	Varies
San Mateo	80%	20%	90%	10%
Santa Barbara	\$153.43	Varies	\$12.02	Varies
Santa Clara	100% for employee, dependent varies by plan	Varies	100% for employee, dependent	0
Santa Cruz	75% or 95% depending on plan	25% or 5%	100%	Co-pay
Shasta	100% for employee; portion of dependent premium	Balance of dependent prem.	55% for employee; portion of dependent premium	45% & pay full prem. for first six months
Sierra	\$978.70 per month	Up to \$398.99 per month, varies by plan	Included in medical	Varies
Siskiyou	90%	10%	90 %	10%
Solano	CalPERS Cafeteria plan	Varies	Varies by 2 plans	Varies
Sonoma	85%	15%	SEIU-General \$44.27; salary resolution, management, confidential, unrepresented \$46.27 per pay period	SEIU general \$11.00; others \$9.00
Stanislaus	\$251.67 biweekly employee only; \$503.33 employee + one; \$679.49 employee + family	Varies	\$16.34 biweekly per employee; \$29.67 employee + one; \$48.69 employee + family	Varies
Sutter	Up to \$887; varies by plan	Varies by plan	Up to \$38.92; varies by plan	Varies by plan
Tehama	\$913.23	\$116.32	Included in medical	
Trinity	No response			
Tulare	Flex. cafeteria plan	Varies	Include in medical	Varies
Tuolumne	\$1,000-\$1,110 cafeteria plan covers medical, dental and vision	0	Included in medical	0
Ventura	Flex allowance \$273 biweekly	-	Included in flex allowance	
Yolo	90% of lowest cost	Up to 10%	90%	10%
Yuba	Varies by plan	Varies by plan	Varies by plan	Varies by plan
State of California	Varies by plan	Varies by plan	Varies by plan	Varies by plan

C. Employee Health Benefits

County	Vision		Miscellaneous
	Paid by County	Paid by Employee	
Alameda	\$200 maximum reimbursement each 24 month period for non-managers		Mgmt cafeteria \$2,300
Alpine	No response		
Amador	90%	10%	
Butte	Included in medical		Medical plans include one HMO & 2 PPOs under PERS health plan; dental & vision plans are included in premium; county pays a share of each employee's premium, depending on coverage, number of family members covered, and bargaining unit; employee pays the balance of the cost
Calaveras	Included in medical	Varies	County pays \$443 for employee only; \$870 for employee +1; \$1,154 for family coverage; if employee chooses dental & vision but not medical, qualified for "cash in lieu" up to \$250
Colusa	100%		
Contra Costa	None		
Del Norte	0	100%	
El Dorado	Included in medical	Included in medical	\$6,000 optional benefit plan per fiscal year for management and confidential employees
Fresno	Included in medical	0	
Glenn	100% employee	100% dependent	This is for General Unit and minor differences for Mid Managers Unit
Humboldt	100%	0	
Imperial	100% for mgt only	100% except for mgt	
Inyo	No response		
Kern	Included in medical		
Kings	Mgmt 100%; employee 70%	30% except for mgmt	
Lake	No response		
Lassen	-	-	
Los Angeles	Varies by plans	Varies	County offers 4 different cafeteria benefit plans - Options, Choices, Flex and MegaFlex; each benefits plan offers different medical, dental and vision; the amount paid by the County and the employee depends on the coverage elected
Madera	100% employee, 50% dependent	50% dependent	
Marin	Varies	Varies	County offers biweekly fringe pay (contribution to benefits) or \$370 plus 2% of salary for vision, medical, dental, life, and LTD. Remaining money, if up to 50% goes towards retirement
Mariposa	100%	0	
Mendocino	75%	25%	
Merced	100% employee, 50% dependent	50% dependent	
Modoc	Included in dental	-	
Mono	100%	0	
Monterey	\$8.56	\$4.01 employee + one	
Napa	0%	100%	
Nevada	100% employee, 74% dependent	26% dependent	

C. Employee Health Benefits

County	Vision		Miscellaneous
	Paid by County	Paid by Employee	
Orange	OCEA	OCEA	\$.30 per hour for all hours paid to all employees in the Representation Unit for deposit in trust fund
Placer	Up to \$9.20/month	Varies	
Plumas	Included in medical		
Riverside	Included in medical	Varies	
Sacramento	Included in medical	Varies	\$25 per paycheck, employer paid Retirement Health Saving Plan (RHSP), can be accessed at termination of employment; this benefit can be used to pay for out-of pocket medical & dental expenses
San Benito	100% employee	100% dependent	
San Bernardino	Fully paid for all employees who are scheduled 41 hours per pay period; fully paid for EXM and ELC units including dependents	0	
San Diego	-	\$11 - \$34	
San Francisco	100%	-	
San Joaquin	100%	-	
San Luis Obispo	Included in medical	Varies	
San Mateo	100%	0	
Santa Barbara	0	Varies	County paid long term disability.
Santa Clara	100% for employee and dependent	0	
Santa Cruz	100%	\$25 annual deductible	
Shasta	100% for employee	100% dependent	
Sierra	Included with medical		Effective 1/1/09, NEW employees required to subscribe Health Saving Account (HSA) with the existing health plan.
Siskiyou	100%	0	Assr/Asst Assr \$300 wellness benefit annually
Solano	\$13/month	Varies	
Sonoma	100%	0	Management employee is eligible for an annual comprehensive, fully paid medical examination at county cost
Stanislaus	\$4.93 biweekly per employee, \$10.11 employee +one, \$13.81 employee + family	Varies	
Sutter	100%	0	
Tehama	Included in medical		
Trinity	No response		
Tulare	Included in medical	Varies	Benefit paid by county varies based on salary and bargaining unit
Tuolumne	Included in medical	0	
Ventura	Include in flex allowance		
Yolo	90%	10%	
Yuba	Varies	Varies	
State of California	100%	0	Cash in lieu of insurance if otherwise provided

D. Employee Leave Benefits

County	Vacation
Alameda	0-4 yrs=2 weeks; 5-11 yrs=3 weeks; 12-20 yrs=4 weeks; 21+ yrs=5 weeks per year
Alpine	No response
Amador	1-2 yrs=8 hrs per 189 hr worked; 3-9 yrs=8 hrs per 130 hrs worked; 10+ yrs=8 hrs per 99.43 hrs worked
Butte	0-5 yrs= 14 days; 6-10 yrs=19 days; 11-20 yrs=24 days; 20+ yrs= 26 days per year
Calaveras	1-3 yrs=80 hrs; 3-10 yrs=120 hrs; 10+ yrs=160 hrs per year
Colusa	First yr=10 days; 1-10 yrs=1.25 days; 11-15 yrs=1.50 days; 16-19 yrs=1.75 days; 20+ yrs=2 days per mo
Contra Costa	Hours accrue monthly based on position and yrs of employment; accrual 6 2/3 to 23 1/3 hrs per month
Del Norte	0-1 yr=1 week; 2-5 yrs=2 weeks; 6-10 yrs=3 weeks; 11-15 yrs=4 weeks; 16+ yrs=5 weeks per year; Mgmt/professional 1 additional week
El Dorado	0-4 yrs=81 hrs; 4-11 yrs=122 hrs; 11+ yrs=161 hrs per year
Fresno	0-3 yrs=10 days; 3-12 yrs=15 days; 12-20 yrs=20 days per year
Glenn	0-2 yrs=0.0424/hr; 3-12 yrs=0.616/hr; 13-20 yrs=.0808/hr; 20+ yrs=.1/hr
Humboldt	1-3 yrs=12 days; 4-10 yrs=15 days; 11-15 yrs=20 days; 16-20 yrs=25 days; 20+ yrs=30 days per year
Imperial	1-15 yrs=4.62 hrs/bi-weekly, 15+ yrs= 6.15 hrs/bi-weekly
Inyo	No response
Kern	12 days (96 hrs) after 1 yr w/max accrual of 312 hrs; 17 days (136 hrs) after 5 yrs w/max accrual 432 hrs; 22 days (176 hrs) after 10 yrs w/max accrual 552; 27 days (216 hrs) after 15 yrs w/max accrual 672 hrs
Kings	2-4 weeks per year, depending on length of service
Lake	No response
Lassen	5 yrs=12 days; 10 yrs=15 days; 17 yrs=18 days; 18+ yrs=20 days
Los Angeles	From 80 to 160 hours, depending on service
Madera	0-2 ½ yrs=8 hrs; 2 ½-5 yrs=10 hrs; 5-10 yrs=12 hrs; 10+ yrs=14 hrs per month
Marin	Varies by bargaining unit
Mariposa	0-2 yrs=2 weeks; 3-9 yrs=3 weeks; 10+ yrs=4 weeks
Mendocino	0-3 yrs=2 weeks; 3-8 yrs=3 weeks; 8-15 yrs=4 weeks; 15+ yrs=5 weeks; Dept heads-max accrual +40 hrs
Merced	1-5 yrs=10 days; 6-10 yrs=15 days; 10+ yrs=20 days
Modoc	1-3 yrs=10 days; 4-11 yrs=15 days; 12-19 yrs=20 days; 19+ yrs=25 days; 25+ yrs=30 days per year
Mono	0-3 years= 10 days, 3-10 years=15 days, 10-15 years= 17 days, 15-20 years=19 days, 20+years= 20 days
Monterey	0-2 yrs=12 days; 2-10 yrs=15 days; 10-18 yrs=20 days; 18-21 yrs=23 days; 21-25 yrs=24 days; 25+ yrs=25 days per year
Napa	12 – 26 days annually based on years of service
Nevada	1-4 yrs=6.6667 hrs; 5-12 yrs=10 hrs; 13+ yrs=13.3334 hrs per month
Orange	Vacation and sick leave combined into annual leave based on years of service
Placer	0-2 yrs=10 days; 3-4 yrs=12 days; 5-9 yrs=15 days; 10-19 yrs=20 days; 20+ yrs=25 days per year
Plumas	1-3 yrs=2 weeks; 3-7 yrs=3 weeks; 7+ yrs=4 weeks/year
Riverside	0-3 yrs=80 hrs; 4-9 yrs=120 hrs; 10+ yrs=160 hrs per year; accrual limited to 3 times current rate
Sacramento	10 – 25 days/year based on service years
San Benito	1-3 yrs=80 hrs; 4-9 yrs=120 hrs; 10-14 yrs=152 hrs; 15+ yrs=168 hrs per year
San Bernardino	Other than Clerical/Technical: 1600-8320 hrs=80 hrs; 8320-18720 hrs=120 hrs; 18720+hrs=160 hrs/year Clerical/Technical: 1040-8320 hrs=80 hrs; 8320-18720 hrs=120 hrs; 18720+hrs=160 hrs/year
San Diego	0-5 yrs=10 days; 5-15 yrs=15 days; 15+ yrs=20 days/year
San Francisco	1-5 yrs=80 hrs; 5-15 yrs=120 hrs; 15+ yrs=160 hrs/year
San Joaquin	1-3 yrs=3.08 hrs; 3-10 yrs=4.616 hrs; 10-20 yrs=6.16 hrs; 20+ yrs=7.08 hrs biweekly
San Luis Obispo	1-4 yrs=10 days; 4-9 yrs=15 days; 10+ yrs=20 days per year
San Mateo	0-5 yrs= 4 hrs; 5-10 yrs= 4.9 hrs; 10-15 yrs= 5.9 hrs; 15-20yrs= 6.5 hrs; 20-25yrs= 6.8 hrs, 25+yrs= 7.4hrs
Santa Barbara	0-2 yrs=12 days; 2-4 yrs=16 days; 4-10 yrs=19 days; 10-14 yrs=22 days; 14+ yrs=25 days per year
Santa Clara	0-1 yrs=10 days; 2-5 yrs=12 days; 5-10 yrs=16 days; 10-15 yrs=18 days; 15-20 yrs=20 days; 20+ yrs=22 days per year
Santa Cruz	Mid-mgmt 1-5 yrs=15 ¼ days; 6-10 yrs=20 ¼ days; 11-15 yrs=25 ¼ days; 16+ yrs=30 ¼ days per year
Shasta	1-3 yrs=10 days; 4-9 yrs=15 days; 10-15 yrs=17 days; 16+ yrs=20 days per year
Sierra	1-5 yrs=2 weeks; 6-10 yrs=3 weeks; 11-15 yrs=4 weeks; 16+ yrs=5 weeks
Siskiyou	1-5 yrs=2 weeks; 6-10 yrs=3 weeks; 10+ yrs=4 weeks credited bi-weekly
Solano	See annual leave

D. Employee Leave Benefits

County	Vacation
Sonoma	0-2 yrs=10 days; 2-3 yrs=12 days; 3-4 yrs=13 days; 4-5 yrs=14 days; 5-10 yrs=15 days; 10-15 yrs= 19 days; 15-20 yrs= 21days; 20-25 yrs=23 days; thereafter=24 days Management: 0-10 yrs=15 days; 10-15 yrs=19 days; 15-20 yrs=21 days; 20-25 yrs=23 days; thereafter=24 days
Stanislaus	0-2 yrs=2 weeks; 3-10 yrs=3 weeks; 11-20 yrs=4 weeks; 20+ yrs=5 weeks per year
Sutter	1-5 yrs=11 days; 5-10 yrs=15 days; 10-15 yrs=17 days; 15+ yrs=20 days per year
Tehama	1-4 yrs=12 days; 5-10 yrs=18 days; 11-20 yrs=21 days; 21+ yrs=22 ½ days per year.
Trinity	No response
Tulare	0-3 yrs=2 weeks; 3-7 yrs=3 weeks; 7-11 yrs=4 weeks; 11+ yrs=5 weeks; exempt add 1 week
Tuolumne	0-3 yrs=10 days; 4-9 yrs=15 days; 10+ yrs=20 days; Mgmt/Exec personal leave 0-3=30 days, 4-9=33 days, 10+= 36 days
Ventura	112 - 191 hours per year
Yolo	80 - 168 hours based on length of service portion earned monthly
Yuba	1-5 yrs=8 hrs; 6-10 yrs=10.66 hrs; 11-15 yrs=12 hrs; 16-20 hrs=13.36 hrs; 21+ yrs=16 hrs per month
State of California	Rank & File: 0-3 yrs=7 hrs; 3-10 yrs=10 hrs; 10-15 yrs=12 hrs; 15-20 yrs=13 hrs; 20+ yrs=14 hrs per month Mgmt/Supv: 0-3 yrs=7 hrs; 3-10 yrs=11 hrs; 10-15 yrs=14 hrs; 15-20 yrs=14 hrs; 20-25 yrs= 15 hrs; 25+ yrs=16 hrs per month

E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Alameda	13 days per year		Mgmt 15 days/yr
Alpine	No response		
Amador	8 hrs per 174 hrs worked	FMLA, 1 or more yrs service, maximum 12 work weeks per 12 month period	
Butte	12 days/year		40 hrs vacation subject to approval
Calaveras	3.692 hrs/2 weeks		
Colusa	8 hrs/month		
Contra Costa	8 hrs/month	Mgmt 70 hrs/yr admin leave	Mgmt/Supv 1/3 yearly vacation
Del Norte	12 days/year		
El Dorado	3.7 hrs biweekly		
Fresno	0-3 yrs=8 days; 3+ yrs=13 days per year	0-1.5 yrs=20 days; 1.5-3 yrs=23 days; 3-6 yrs=29 days; 6-10 yrs=33 days; 10-15 yrs=37 days; 15-19 yrs=38 days/year;	
Glenn	8hrs/month	Mid Managers – 80 hrs Admin leave	
Humboldt	12 days/year	Mgmt/Conf 10 days/year in lieu of overtime	Mgmt/Conf 2 weeks vacation
Imperial	3.69 hrs/biweekly	Administrative leave 60 hrs/year	200 hrs can buy back ½ accrued during year
Inyo	No response		
Kern	0-5 yrs=8 days/year 6+ yrs=12 days/year		
Kings	2 weeks per year (3.08 hrs per pay period)	Management receives additional 40 hrs/yr leave	For mgmt, 40 hrs additional leave may be cashed out at the end of FY
Lake	No response		
Lassen	10 hrs/mo		

E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Los Angeles	Up to 96 hours/year	MegaFlex employees are entitled to 10 days of annual leave after one year of plan participation	Employees who are not in the MegaFlex program may sell back a maximum of 48 hours of their sick leave per year
Madera	8 hrs/month	48 hours management leave	
Marin	12 days/year, unlimited accrual	Varies by bargaining unit	Sick leave 75% credited toward retirement service credit; Vacation is paid out at 100% upon retirement or termination
Mariposa	10 hrs/month		Mgt received 80 hrs/yr, no accrual
Mendocino	4.62 hrs/biweekly	24 hours personal leave/year; 24 hours bereavement leave; management 48 hours personal leave per year	Employees 40 hrs vacation/yr; management 60 hrs vacation/yr
Merced	.0462 hrs/work hour	Management 96 hours/yr	Management annually and upon retirement may sell back accrued vacation time; all employees annually and upon retirement may sell back unused sick leave
Modoc	9.38 hrs/month		Sick leave incentive—if less than 16 hrs used, 16 hrs of base salary paid; 16-24 hrs used, 8 hrs of salary paid
Mono	8 hrs/month		Sick leave buyback varies depending upon years of service
Monterey	Bargaining unit F (Sup), J (General), CJ (Conf) accrues at the rate of 3.08 hours per pay period to a max of 10 days/year	Management and executive management, accrues up to a maximum of 850 hours depending on years of service	For unit X & Y - up to 120 hours of annual leave per calendar year up to 10 years of service or 160 hours with 10 years or more; Unit F and ZJ - up to 40 hours of annual leave per calendar year
Napa	12 days/year, unlimited accrual	40 hrs supervisor; 80 hrs management; 19 hours personal leave	Managers to 60 hours annual management leave
Nevada	3.69 hrs biweekly		Yearly
Orange	Vacation and sick combined into annual leave	0-3 yrs=5 hrs 51 min; 3-10 yrs=8 hrs 19 min; 10+ yrs=9 hrs 51 min biweekly	40 hrs for OCEA General Office Services unit, 60 hrs for OCEA Supervisory /Management Unit
Placer	12 days/year, unlimited accrual		
Plumas	12 days/year	Dept Heads 2 weeks	
Riverside	4 hours accrual per pay period with unlimited accrual	0-3 yrs=8.92 hrs; 3-10 yrs=10.46 hrs; 10+ yrs=12 hrs/pay period	Employee may receive pay up to 40 hrs per year
Sacramento	15 days/year	N/A	Mgmt 40 hrs hours max per year
San Benito	120 hours/year	Management 80 hrs/yr	
San Bernardino	3.39 hrs biweekly; Exempt/Elected 3.69 hrs biweekly	Supervisor 3.33 hrs/month	Administrative leave can be cashed out in increments of 1 hour one time during the calendar year
San Diego	5% of paid service	Accumulation of up to twice the annualized current vacation earning rate of the employee	N/A
San Francisco	4 hours per pay period		
San Joaquin	3.696 hrs biweekly	2 weeks of administrative leave for managers	
San Luis Obispo	12 days/year		40 hours/year

E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
San Mateo	3.7 hrs biweekly	N/A	N/A
Santa Barbara	12 days/year	Staff 2 days; Mgt 1 day/per year	Up to 40 hrs/yr after 5 yrs; Mgt up to 80 hrs/yr
Santa Clara	96 hrs/year	Exec mgmt 39 days/year	Reinstatement payback, STO cash out
Santa Cruz	Mid-mgmt 6 days/year	1-5 yrs=22 days; 6-10 yrs=27 days; 11-15 yrs=32 days; 16+ yrs=37 days/year	Mid-management has variable payoff rate depending upon length of employment; annual leave and vacation have 100% payoff at separation
Shasta	96 hrs/year	80 hours per year administrative leave for managers	Varies
Sierra	3.696 hrs biweekly	N/A	Employees with 15 yrs service are eligible to receive 40% of unused sick leave upon retirement or death
Siskiyou	3.7 hours/bi-weekly		
Solano	3.7 hours/bi-weekly	0-3 yrs=3.08 hrs 3-10 yrs=4.62 hrs 10+ yrs=6.16 hrs biweekly; Assistant Assessor 6.16 hrs; Chief Appraiser 4.62 hrs	
Sonoma	12 days per year, no limit on accumulation; 3.68 in-service hours accrue for each completed 80 hour pay period of service; accrual is prorated for any unpaid time in each pay period	Management/elected official - 7.5 days (60 hours)/9.63 days (77 hours) of administrative leave which may be taken as time off or cash; supervisor - 8 hours for non-exempt, 16 hours for exempt supervisor	Vacation buy back: 80 hours in a 12 month period provided 80 hour balance remains following payment; sick leave: 25% of unused sick leave is paid upon voluntary termination or 100% of unused sick leave may be converted to time in service at retirement
Stanislaus	96.2 hrs/year	2 days/year	Vacation full cash out at retirement; sick 50% cash out at retirement up to 600 hrs, 25% if 6+ yrs of service, 0% if less than 6 yrs
Sutter	12 days/year		
Tehama	8 hrs/month – unlimited accrual	Misc. employees - 1 personal leave day per year; mgmt employees - 1 personal leave day plus 4 administrative leave days per year	Vacation- Misc. employees 40 hours per year; Mgmt employees 60 hours per year
Trinity	No response		
Tulare	.0462 hrs per work hour		Up to 60 hours/year
Tuolumne	12 days/year	General 16 hrs, Mgmt 80 hrs, Exec 80 hrs	Mgmt/Exec 200 hours per year
Ventura	80 hours per year	Management only: 248 - 368 hours per year	10 yrs: represented employees 80 hours per year; management 200 hours per year
Yolo	12 days/year		Mgmt 80 hours per year, supervisors 40 hours per year
Yuba	8 hrs/month		
State of California	8 hrs/month	Available to all	Exempt/Mgmt/Sup/Conf/Excluded

F. Employee Leave Benefits

County	No. of Holidays	Other Types of Leave
Alameda	11	Managers receive 4 floating holidays and 7 management vacation days
Alpine		No response
Amador	12	6 days personal necessity leave per year for full time permanent employees; for part time employees, accrued in ratio of hours worked; these days are charged against the employee's accrued sick leave
Butte	11	Exempt MCS employees receive 7 days of administrative leave /year in lieu of overtime
Calaveras	13	Management time off – 40 hrs per year
Colusa	13 + 3 floating	Management time off – 10 days/yr Personal Holidays – 3 days/yr
Contra Costa	10	Personal holiday 2 hrs/mo; supervising Clerks 50 hrs/year
Del Norte	13	3 Floating holidays per fiscal year; up to 3 administrative leave for all staff; bereavement 5 days
El Dorado	13	Includes 2 floating holidays; management 80 hours; supervisor 16 hours per year
Fresno	11	Bereavement leave 24 hrs, jury duty, military; up to 120 hrs unpaid leave/yr modified voluntary furlough leave
Glenn	12	
Humboldt	12 + 2 floating	5 days/year family sick leave; 5 days/occurrence death leave
Imperial	11	Bereavement leave 2 days; Leave of absence without pay/family care and medical leave 12 weeks; pregnancy disability leave 12 weeks; county policy and procedure for the granting of parental leave
Inyo		No response
Kern	11	Military, family care, family school activities, bereavement, disability, personal, educational
Kings	11	
Lake		No response
Lassen	13	Personal leave – 24 hrs per year
Los Angeles	11	Appraisal leave – Employees who are assigned away from Los Angeles county for 25 consecutive days or more earn 4 hrs for each weekend; max. 32 hrs/fiscal year Bereavement 3 days; 5 days if traveled more than 500 miles per way
Madera	13	
Marin	10	Bereavement leave one standard work week paid, charged against sick leave; maternity leave 6 months; paternity leave 12 weeks under FMLA; personal leave varies by bargaining unit; parental education leave 40 hours per school year, unpaid, but employee must use vacation, float, personal, comp concurrently with this leave
Mariposa	15	
Mendocino	11	60 hours family sick leave/year deducted from employee's sick leave; catastrophic leave bank - donated hours
Merced	13	Bereavement-3 days; jury duty and court appearances
Modoc	14	2 floating holidays; 1 personal leave day from sick leave; 5 days bereavement leave; parental leave up to 4 weeks within first 6 months deducted from sick leave, vacation, compensation time off or unpaid leave
Mono	16	Management leave 80 hours/yr
Monterey	11	Varies per unit: family illness 10 days per fiscal year; bereavement 5 days of accumulated sick leave; supervisory leave, 3 days per year; management 10 days per year of professional leave
Napa	11	Accumulated sick leave can be used toward 48 hours annual family sick leave allowance; accumulated sick leave can be used toward 40 hours annual critical illness of family members allowance; 40 hours annually for bereavement leave
Nevada	11	Personal leave 0-5 yrs=165 hrs; 6-10 yrs=192 hrs; 11+ yrs=200 hrs; administrative leave for mgmt 40 hrs per year
Orange	12	Performance Incentive Plan may earn 40 hours of special leave if certain goals are reached
Placer	13	Mgmt/Administrative Leave 72 hrs/year plus a 4% adjustment
Plumas	13	Floating holiday
Riverside	12	Bereavement 5 days (3 paid, 2 from sick leave balances)

F. Employee Leave Benefits

County	No. of Holidays	Other Types of Leave
Sacramento	12.5	Wellness leave – 1 day every 6 months based on leave usage
San Benito	10 + 3 floating	
San Bernardino	13 + 1 floating	Administrative leave, annual leave, association leave, bereavement leave, blood donation, examination time, compulsory leave, holiday leave, jury duty, medical emergency leave, military leave, perfect attendance leave, political leave, voting, and witness leave
San Diego	12	Injury leave, bereavement 3 days, donated catastrophic, disability, FMLA, voluntary time off, miscellaneous leave
San Francisco	13	
San Joaquin	14	
San Luis Obispo	13	Administrative leave 4 days/year management; voluntary time off of 120 hours/year after 6 months of service
San Mateo	12	N/A
Santa Barbara	10	Alternative Transportation Benefit 0.62 vacation hours biweekly
Santa Clara	12	Voluntary reduced work hours; 4 personal leave days; birthday holiday; bereavement 5 days; administrative leave; maternity leave; paternity leave; educational leave; jury duty; subpoenaed witness; release time; other family leave
Santa Cruz	12.5	Mid-mgmt 80 hrs administrative leave/year which may be taken as time off or pay
Shasta	12	Bereavement leave - 24 hours for death in immediate family; 24 hours additional personal sick leave for out of area travel
Sierra	12	Catastrophic leave
Siskiyou	12	Mgmt & appraisal staff - administrative leave 40 hrs; 3 floating holidays for all employees
Solano	12	2 floating holidays for non mgmt/non probationary line staff and one "free" day between December 24 th and January 1 st
Sonoma	11	17 miscellaneous floating holiday hours, granted via compensatory time off at the start of each fiscal year; compassionate leave 32 hours; jury duty; voting; blood donation
Stanislaus	10.5	40 hrs bereavement; 40 hrs management leave for Assistant Assessors
Sutter	12	Mgmt 104 hours administrative leave; Confidential 56 hours
Tehama	13	Mgmt can convert 4 hours/mo sick leave hours, and all hours above 500, to deferred compensation plan; at retirement, sick leave buyback for both misc. & mgmt.; less than 15 years –pay ½ of balance after deducting 176 hrs; over 15 years, pay ½ of balance
Trinity		No response
Tulare	11 + 1 PH	
Tuolumne	11	Bereavement 24 hrs per occurrence
Ventura	9	
Yolo	10.5 + 4 floating	Continuing education 40 hrs; Mgmt - administrative leave 40 hrs
Yuba	11	Designated management employees receive 7 days paid administrative leave per year
State of California	14	1 Personal holiday; bereavement; jury duty; military; FMLA; state civil service exams; donated catastrophic leave; blood donations; subpoenaed witness

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Alameda		x	x	x		\$650/year non - mgrs	
Alpine	No response						
Amador		12,000	x	457	x	x	

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Butte		\$20,000 to \$25,000	SDI Paid by employee	Great West Life & Annuity; ICMA	Flexible spending by Creative Benefits	\$500/yr	
Calaveras		\$50,000	LTD Fully paid by county	457 deferred comp plans- County match up to \$25 per month			
Colusa		\$50,000	SDI	6 plans			
Contra Costa		\$10,000 to \$60,000	SDI LTD	County pays \$75-\$85 per month	414H2; HCSA	Limited to 50% tuition 100% books, up to \$750/year	
Del Norte		x	x	x			
El Dorado		\$20,000 to \$60,000	x	x		x	
Fresno		\$2,000 Life \$10,000 Accidental	SDI	457	Flex spending plan		5% salary stipend for CPA or MAI
Glenn		\$10,000	x	x			
Humboldt		x	SDI	x		Up to \$600/yr	
Imperial		x	x	x		x	
Inyo	No response						
Kern		\$10,000 to \$100,000	General employees only	x	x	If job related	
Kings		\$40,000 for mid-mgmt; \$50,000 for dept. heads		Mgmt only		Up to \$500/yr for college courses; Up to \$1,000/yr for a 4 year school	
Lake	No response						
Lassen		\$14.60/month premium	SDI	x	Sec 125		
Los Angeles	\$70/mo	From ½ to 8 times yearly salary	LTD	457 and 401K; county 4% match		up to \$1,500/yr	x
Madera		\$50,000 for assessor only		457's VIA ICMA			
Marin	Commuter transit	x	LTD	457(b)		up to 50%	
Mariposa		\$30,000		125 Plan		\$200/semester	
Mendocino		x	x	x	x	For mandatory education	
Merced		x	x	x		Work-related	5%
Modoc		\$10,000 group life		Nationwide Retirement Solutions & Valic		Not to exceed \$450/yr, directly job-related	

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Mono		x	x	x		Up to \$900/Year	
Monterey		\$20,000 - \$50,000	x	x		Up to \$5,250 per plan year	\$100-\$400/yr
Napa	x	\$20,000 Employee option to purchase additional	Paid by employee	Hartford	Child care; medical expenses	Maximum \$300 per year	
Nevada		x	SDI	x	x	Tuition	2% for CPA
Orange		x	x	x	HCRA DCRA	\$3,000/yr	
Placer		x	x	x		Up to \$550/yr	
Plumas		\$50,000 term for department head		x			
Riverside		Up to \$50,000	x	457		x	
Sacramento	\$65/Month	\$15,000	SDI	457 deferred comp plan	Medical; dental; day care; elder care	\$1,200/yr; 2.5% in pay for 30-59 credit hours, 5% in pay for 60+ credit hours for certain classes	
San Benito		\$20,000	SDI	457	x	\$750/yr	
San Bernardino	x	\$10,000 to \$50,000	SDI LTD	x	Flexible spending account; child care	\$400 to \$1650/yr	
San Diego	\$65/mo	\$10,000 to \$500,000	MGMT UCL up to max \$12,000	401(a) & 457		\$1,132/year	
San Francisco						x	
San Joaquin	x	x	x	x	x	x	
San Luis Obispo		Management	Management	x	x	\$250/yr	
San Mateo	\$75/mo	\$20,000	SDI	x	Medical; child care; athletic club; counseling	Tuition	
Santa Barbara		\$20,000 to \$50,000	x	457 & 401(a)		x	
Santa Clara	100% light rail pass	\$25,000 to \$200,000	Employees contribute to SDI	x	Healthcare; child care	x	
Santa Cruz	Free bus pass	SEIU \$20,000, mid-mgmt \$50,000	County pays premium	Employee only contributions			County will reimburse if required by county, state or federal
Shasta		x	LTD/SDI	x	x	x	
Sierra		\$50,000	x	x		Work related classes only - no college tuition	x

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Siskiyou		\$25,000 for appraisal and support staff, \$30,000 for management, 2X annual salary for Assessor/Assistant Assessor	LTD/SDI	457	Medical & child care	\$500/yr	
Solano		Staff=\$50,000; Mgmt=1.5% x salary	LTD for Mgmt	401(a) for Mgmt at 1.8% salary; voluntary plans for staff, no county contribution		\$1,100/yr	
Sonoma	\$100/mo	x	LTD	457 & 401(a)	STEP; HCAP; DCAP	x	
Stanislaus		Employee \$10,000; Assessor and managers \$30,000		Elected=2% of base, Managers 1.5%, Confidential 1%			
Sutter		\$5,000 - \$150,000	SDI	457B	Flexible spending account	\$1,000/yr	
Tehama		\$20,000	SDI	\$45/mo for mgmt	IRS 125		
Trinity	No response						
Tulare		x	x	457 Tax Deferred plan		Up to \$350/year	
Tuolumne		Exec \$200,000 Mgmt \$100,000	x	457		Mgmt/E=100% General=50% job related	
Ventura		Paid by employee; Mgt: 50,000 paid by County	SDI paid by employee	401K; 457 county match 1.5% to 3.5%; 3% mgmt		\$900 -\$1100 per year	
Yolo			County disability for management	x	Day care	\$500 per yr	
Yuba		Mgmt	x	x		x	
State of California	75% of actual cost, \$65 max.	Mgmt/Sup	SDI	x	x	x	x

H. Employee Miscellaneous Benefits

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Alameda			\$40 per pay period	x	Mileage		
Alpine	No response						
Amador				x		1 free consultation, discounted services	\$100/yr
Butte		Eligible for promotion to senior series	\$50 per pay period	x	\$25 plus mileage		Discounts available along with payroll deduction
Calaveras				x			
Colusa			\$50/month				
Contra Costa	\$400 - \$625	2.5% of base pay	\$100/month	Approved costs	Assessor \$600/mo		
Del Norte				x			
El Dorado			x	x			
Fresno			\$50/month	Actual expenses	\$6,156/yr for Dept Head		
Glenn		\$150/month	\$0.75/hr				
Humboldt			x	x			Group rate
Imperial	x	Upon passing all tests	x		x	x	
Inyo	No response						
Kern	Job related		\$25 to \$50 per pay period	x	\$608/mo dept heads & elected	x	Available through employee union
Kings			\$20 per pay period; \$40 if certified	x			
Lake	No response						
Lassen		Senior Appraiser		Actual cost			Discount
Los Angeles	Up to \$80/yr	\$130/mo	\$100/mo	x	Rentals		
Madera	CAA for Assessor		\$40/mo	x	x		
Marin			x	x	Dept heads only		
Mariposa							
Mendocino	Assessor		5%	x	Assessor		
Merced		5%	x	x	Dept head only		
Modoc		2.5%	5%	x			
Mono			\$250/mo	x	Management		Discounts
Monterey			x	Mgt			
Napa			\$80 – \$120/mo	x	Dept head only		60% of fee

H. Employee Miscellaneous Benefits

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Nevada	x	x	5%	x	Dept head only	EAP	Dept heads, elected; discounts for employees
Orange	x	x	x	x	Elected		
Placer					Elected Mgmt \$550/month		
Plumas		Auditor Cert. 5%		x			Dept. Heads up to \$300/yr
Riverside			\$0.50 -\$1.00/hr	x	Mileage		
Sacramento				x	Assessor & Assistant Assessor	EAP	Discounts
San Benito	SAA dues		\$50/mo	x	\$129/mo appraiser		
San Bernardino			\$45-\$60 biweekly	x	Assessor and exempt employees in groups A and B	EAP	x
San Diego		\$50 bi-weekly	\$20 - \$40 biweekly		Assessor \$1100/mo		
San Francisco	x	x		x	\$100/mo for appraisers, \$40/mo for auditor-appraisers		
San Joaquin		x	x	x			
San Luis Obispo			\$60 - \$100/mo	x	Assessor only \$5,400 per year		Management only
San Mateo			\$50 biweekly	x			x
Santa Barbara	x		\$57.69; Mgt \$25.38/biweekly	x	Assist Dept. Heads\$81; Elected \$203 biweekly	EAP	
Santa Clara		2%	\$120/mo	x	Assessor		10% discount
Santa Cruz			\$0.50-0.85/hr	Per diem reimburse			
Shasta						EAP	
Sierra	x	x		x			x
Siskiyou			5%	x			
Solano			\$65 per pay period				
Sonoma	x		\$0.90/hr	x	Assessor	EAP	
Stanislaus			\$0.69/hr		Assessor		
Sutter	Law Unit		\$100	x			
Tehama		Senior Appraiser		\$0.505/mi			
Trinity	No response						

H. Employee Miscellaneous Benefits

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Tulare		x	x	x	Dept head only	EAP	Discounts
Tuolumne			x	x		x	Mgmt 80%
Ventura	Mgt-up to \$200		\$0.65 -\$0.90/hr		Assessor \$375/month		
Yolo			\$0.43 - \$0.58/hr	x			
Yuba		x	x	x			
State of California	x		x	x		Group	

I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
Alameda		x	
Alpine	No response		
Amador	10, 15 & 20 years of service	x	
Butte	Assessor	8 visits/yr Managed Health Network	
Calaveras	2.5% increase at 6, 10, 15, 20 and 25 years	EAP 3 sessions/incident family member	Pre-tax child contribution - no county match
Colusa	4 yrs in step 5=5%	6 hours counseling per year	
Contra Costa	2.5% after 10 yrs, additional 2.5% after 15 yrs for mgmt		
Del Norte	x	x	
El Dorado	x	x	
Fresno		x	
Glenn	3% after 12 yrs; another 3% after 20 yrs	x	
Humboldt	5% for 10 yrs; additional 5% step at 20 yrs	x	
Imperial		EAP/Life Path Advisers	
Inyo	No response		
Kern	10 yrs=2% 15 yrs=4% 20 yrs=6% 25 yrs=8% 30 yrs=10%	EAP available	Retiree health portion county paid; Employee Wellness Program
Kings		Behavioral counseling	
Lake	No response		
Lassen	2.5% @ 5 yr and 7 yrs, 5% @ 15 yrs	x	
Los Angeles		EAP	Laundry/dry cleaning \$20/wk for appraisers working outside county for 14+ days

I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
Madera	10-15 yrs=5 % 15-20 yrs=2 ½ % 20+ yrs=2 ½ %	Insight Employee Services	
Marin		EAP	Medical care reimbursement; dependent care assistance; long term care; Credit Union
Mariposa	Hired before 7/1/96 10 yrs – 3% 15 yrs – 6% 20 yrs – 9%		
Mendocino	Management: 5 yrs – 2.5% 10 yrs - 5 % 15 yrs- 7.5%	EAP	Wellness benefit (\$) for management, per year
Merced	\$750 annually for employees with 10 yrs service	EAP	Cell phone allowance for department head
Modoc	5% every 3 yrs at top of range/step	6 free hours per calendar year for full time employees	
Mono	5 yrs. after "E" step & every 3 yrs after	x	
Monterey			
Napa		Five sessions per incident	\$70/month cell phone for managers
Nevada	Mgmt/Conf 2.5 %		Voluntary life insurance group rates, paid by employee
Orange		EAP	
Placer	5% of base pay after 5 yrs continuous service in highest class step	Short term; financial, eldercare, legal, parenting resources	Special subsidy/additional pay for Tahoe assignment \$675/month
Plumas	5% after yrs 7, 10, 14, 18 and 21	EAP	
Riverside		EAP	Management benefit - \$50 per pay period to 401k
Sacramento		EAP	
San Benito	2.5% @ 20 yrs, 5% @ 25 yrs, 7.5% @ 30 yrs		
San Bernardino		EAP; 3 county paid sessions	Retirement Medical Trust Fund is established for employees with 10 or more years; Portable Communication Allowance is for Assessor and exempt employees in groups A and B
San Diego		EAP	Cash in lieu of retirement for Assessor and chief deputies 30 yrs = 5.25% more biweekly
San Francisco	x		
San Joaquin		x	
San Luis Obispo		EAP	
San Mateo		x	
Santa Barbara		EAP	
Santa Clara		EAP	Cell phones for executive management
Santa Cruz	3% after 25 years	Limited counseling, attorney visits	
Shasta	x	EAP	
Sierra	5% increase after 7, 10, 15, & 20 yrs	EAP 6 paid visits per year	AFLAC insurance offered as voluntary pre-tax deduction; 13 Furlough days per fiscal year – in MOU
Siskiyou	2.5% increase after 2 yrs @Step 5; Asst. Assr 2.5% after 2 yrs at each Step 5 and 6	EAP	Deferred comp \$200/mo for Assessor, \$125/mo for Asst. Assessor, \$30/mo for appraisal staff; Alternate work schedules 4/10 and 9/80

I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
Solano	Non-mgmt: 10 yrs=2.5% 20 yrs=5% 25 yrs=7.5% Mgmt: 10 yrs=2.5% 15 yrs=5% 20 yrs=7.5% 25 yrs=10% 30 yrs=12.5% 35+ yrs=15%	EAP 5 paid visits per year	PARS - management benefit for service in other public/government agency, calculated at 3% of total salary
Sonoma		EAP	Wellness benefit \$100 - \$350 per year
Stanislaus			Mileage; CPA designation=5%
Sutter	10 years - 5% bonus	3 sessions in a 6 month period	Alternative work schedules: 4-10 & 9-80; Service with distinction 15 & 20 yrs=2.5% bonus
Tehama	Employee hired before 1991 one 5% raise	EAP	\$100/month Assessor stipend
Trinity	No response		
Tulare	100% @30 yrs	EAP	
Tuolumne	x	EAP	
Ventura		EAP	Education Incentive Pay –AA Degree +2.5%; BA Degree +3.5%; Graduate Degree +5%
Yolo	Available to pre-1981 employment	EAP	In-lieu health insurance \$200/mo; deferred comp match \$500-elected, \$150-250 supervisor, \$100-400 management based on service years
Yuba	1.5% increase per year after 5 years up to 30 years		
State of California		EAP	